



An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency

Integrated Performance and Activity Report

QUARTER 4 2015



QUALITY ASSURANCE DIRECTORATE

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PERFORMANCE OVERVIEW

This report provides an update on the performance and activity of services at the end of Q4 2015. It is structured around key performance and activity measures included in the Agency's Business Plan 2015. The data presented was provided by the individual service areas and refers to the latest performance and activity information available at this time.

This report provides evidence of continued excellence and improvement in a number of key areas and also highlights challenges and areas where further improvement is required.

The summary by service area set out below provides an overview of the Q4 2015 position regarding activity and performance.

CHILD PROTECTION AND WELFARE SERVICES

- 10,711 referrals received in Q3 2015¹; down 188 from Q2 2015 and 282 from Q1 2015
- 59% (n=6,316) were child welfare concerns and 41% (n=4,395) were child abuse concerns
- 65% (n=6,840) of preliminary enquiries completed within 24 hours of receipt of the referral; no change from Q2 2015
- 47% (n=4,995) of referrals required an initial assessment; up 1% on Q2 2015
- 15% (n=760) of initial assessments completed within the 21 day target of receipt of the referral; down 2% on Q2 2015
- 1,349 children listed as 'active' (i.e., at ongoing risk of significant harm) on the CPNS at the end of Q4 2015; 48 fewer than Q3 2015 and fewest number Q3 2014 – Q4 2015
- 26,655 cases open to social work at the end of Q4 2015; up 526 from Q3 2015
- 74.8% (n=19,937) of open cases allocated to a social worker at the end of Q4 2015; up from 73.2% in Q3 2015; highest percentage allocated Q1 2014 – Q4 2015
- 6,718 cases awaiting allocation at the end of Q4 2015; 295 fewer than Q3 2015 and the fewest number for the period Q1 2014 – Q4 2015. Cases awaiting allocation down 29% (n=2,755) on Q1 2014 (n=9,473)
- 15% (n=999) of cases awaiting allocation were categorised as 'high priority'; 4% lower than the percentage reported for Q3 2015 and the fewest number for the period Q1 2014 – Q4 2015
- 62% (n=622/999) of cases awaiting allocation categorised as 'high priority' at the end of Q4 2015 were waiting less than 3 months. The number of 'high priority' cases waiting over 3 months dropped by 150 between Q3 2015 and Q4 2015

¹ Referrals are reported a quarter in arrears

ALTERNATIVE CARE SERVICES²

Children in care

- 6,388 children in care at the end of Q4 2015; up 15 from Q3 2015
- 496 children in care at the end of Q4 2015 were in private placements, no change from Q3 2015
- 17 (0.27%) children in care at the end of Q4 2015 were in a placement outside of the State; one more than Q3 2015
- 93% (n=5,937) of children in care at the end of Q4 2015 had an allocated social worker (against a target of 100%); up 0.7% from Q3 2015
- 90% (n=5,768) of children in care at the end of Q4 2015 had a written care plan (on target and no change from previous quarter)
- 98% (n=3,942/4,012) of children in care aged 6 to 15 years (inclusive) in full time education at the end of Q4 2015; no change from Q3 2015
- 92% (n=966/1,048) of children in care aged 16 and 17 years in full time education at the end of Q4 2015; down 2% on Q3 2015

Foster Carers

- 4,445 foster carers (all types) approved and on the Panel of Approved Foster Carers at the end of Q4 2015; up 109 on Q3 2015
- 82% (n=2,421/2,957) of general foster carers approved and on the Panel at the end of Q4 2015 had an allocated link (social) worker; up 4% on Q3 2015
- 72% (n=856/1,194) of relative foster carers approved and on the Panel at the end of Q4 2015 had an allocated link (social worker); up 2% on Q3 2015
- 380 unapproved relative foster carers at the end of Q4 2015, down 30 from Q3 2015; the fewest number for the period Q1 2014 – Q4 2015
- 327 (86%) of the unapproved relative foster carers had a child placed with them for longer than 12 weeks, 23 fewer than Q3 2015
- 64% (n=209/327) of unapproved relative foster carers with a child placed > 12 weeks had an allocated link (social) worker at the end of Q4 2015; up 6% on Q3 2015

Aftercare

- 1,835 young adults (all ages) in receipt of aftercare services at the end of Q4 2015; increase of 39 on Q3 2015 (n=1,796)
- 58% (n=1,022/1,763) of young adults aged 18-22 years (inclusive) in receipt of aftercare services were in full-time education at the end of Q4 2015; no change from Q3 2015
- 5% (n=84/1,763) of young adults 18-22 years (inclusive) in receipt of aftercare services were in a residential placement

² Includes children in care, young adults in receipt of aftercare services and adoption services

- 30% (n=314/1,048) of children in care aged 16 and 17 years had a preparation for leaving care and aftercare plan at the end of Q4 2015
- 33% (n=345/1,048) of children in care 16 and 17 years had an allocated worker at the end of Q4 2015
- 150 young adults were discharged from care by reason of reaching 18 years during Q4 2015; 97% (n =146) were eligible for an after care service and of these 84% (n=123) had an allocated aftercare worker

Adoption and Information and Tracing Service

- 592 applicants awaiting an information and tracing service at the end of Q4 2015; down 74 on Q3 2015 and the fewest number for the period Q1–Q4 2015
- 14 weeks (national average) from application to provision of non identifying information; range 0 weeks to 52 weeks
- 180 new applications to commence tracing for a searched person received during Q4 2015; down 52 on Q3 2015 and the fewest number for the period Q1–Q4 2015; 795 applications received in 2015
- 58 adoption assessments (all types) completed during Q4 2015; same as Q3 2015; 223 adoption assessments (all types) completed during 2015

FAMILY SUPPORT SERVICES

- 12,708 children and 9,645 families referred to family support services, Jul – Dec 2015 (data provisional). At least 23,038 children and 17,131 families referred during 2015.
- 27% (n=3,408) of children were referred by social work and 73% (n=9,300) by other sources (data provisional)
- 21% (n=2,038) of families were referred by social work and 79%(n=7,607) by other sources (data provisional)
- 20,858 children and 13,305 families in receipt of family support services at the end of December 2015 (data provisional)

NATIONAL EARLY YEARS INSPECTORATE

- 4,465 EYS nationally at the end of Q4 2015; fewest number for period Q1 2015 – Q4 -2015
- 22 new registrations/notifications in Q4 2015; a total of 137 new registrations/notifications for 2015
- 80 services found to be closed during Q4 2015; a total of 257 found to be closed during 2015
- 14% (n=644/4,465) of EYS inspected during Q4 2015; approximately 51% (n=2,303) inspected during 2015. Inspections for 2015 up 74% (n = 977) on 2014
- 76 complaints received in respect of EYS during Q4 2015; a total of 258 received for 2015
- 0 prosecutions of EYS taken by the Agency during Q4 2015; two prosecutions taken during 2015

EDUCATIONAL WELFARE SERVICES

- 1,008 new individual children were worked with (brief interventions and cases) during Q4 2015, bringing the total number from September 2014 to December 2015 to 3,959
- 109 school attendance notices (SANs) were issued in respect of 77 children under Section 25 of the Education (Welfare) Act 2000 during Q4 2015. 516 SANs issued in respect of 342 children between January and December 2015.
- 38 summonses were issued in respect of 26 children under Section 25 of the Education (Welfare) Act 2000 during Q4 2015. 154 summonses issued in respect 102 children between January and December 2015.
- 513 children registered as being educated in places other than in recognised schools, Q4 2015. 1,531 children registered between January – December 2015; 17% (n=261) registered as home educated.
- Applications were made under Section 14 of the Education (Welfare) Act 2000, in respect of 1,048 children during Q4 2015. 1,755 applications made between January and December 2015.
- 109 assessments were carried out under Section 14 of the Education (Welfare) Act 2000 during Q4 2015. 366 assessments carried out between January and December 2015.
- 14 children refused registration January – December 2015

QUALITY ASSURANCE – INSPECTION AND MONITORING

- 91 **private residential centres** registered with the Agency at the end of Q4 2015; six fewer than Q3 2015
- 7 private residential centres were due an inspection and all centres received their inspection; 51 inspections January – December 2015
- 6 private residential centres were the subject of a registration intervention in Q4; 31 centres subject to an intervention January-December 2015
- 44% (n=40/91) of individual private residential centres received a monitoring visit in Q4; 248 visits January – December 2015
- 25 **voluntary residential centres** registered with the Agency at the end of Q3 2015; no change from Q3
- 3 voluntary residential centres were due an inspection during Q4 and all were inspected; 6 inspections January – December 2015
- 36% (n=9/25) of voluntary residential centres received a monitoring visit during Q4; 30 visits January – December 2015
- 37 **statutory residential centres** (excluding special care) operating at the end of Q4 2015; down one from Q3 2015
- 57% (n=21/37) of individual statutory residential centres received a monitoring visit during Q4; 117 visits January – December 2015

- 9 monitoring visits to **special care centres** (n=3) during Q4 2015; 43 visits January – December 2015
- 4 monitoring visits to **foster care services** (3/17 areas) during Q4 2015; 57 visits (10/17 areas) January – December 2015. No monitors in post in Dublin North East region

HUMAN RESOURCES OVERVIEW

- 3,460 staff (WTE) employed by the Agency at the end of Q4 2015; up 44 on Q3 2015
- 148 staff on maternity leave at the end of Q4 2015; down 11 on Q3 2015
- 297 new staff on the Agency's payroll between January - December 2015
- 300 staff have left (including retirements) the Agency between January - December 2015
- 455 additional post in progress with the National Recruitment Service (NRS) at the end of Q4 2015
- Overall absence rate was 5.11% at the end of November 2015³; up 0.26% from Q3 2015 (4.85%)
- 175 courses delivered by Workforce Learning and Development in Q4 2015 at which 3,223 persons attended

LEGAL SERVICES

- The year to date (December 2015) financial position for legal services, shows a total spend of €29.978 million against a budget of €29.270 million (i.e., over-spend of €0.708 million)
- 47% (€14.148 million) of total spend YTD on GALs (including solicitors and counsel)
- 42% (€12.518 million) of total spend YTD on contracted legal services (Arthur Cox Consultancy Services i.e., fees paid to Member Firms)

FINANCIAL OVERVIEW

- The outturn for the year to date (December 2015) is an over-spend of €16.400 million.
- The key areas of over-spend are private residential and foster care at €10.950 million over-spend YTD, non pay at €22.093 million overspend YTD; agency pay at €2.80 million over-spend YTD; staff travel at €1.405 million over-spend YTD and legal services at €0.708 million over-spend YTD.
- The key areas of under-spend are basic and pension pay at €2.719 million under-spend YTD and foster care and other allowances at €0.334 million under-spend YTD.

³ Absence rates are reported a month in arrears

ABBREVIATIONS

The following abbreviations have been used for Tusla Service Areas in charts and tables presented in this report.

Service Area	Abbreviation
Dublin South Central	DSC
Dublin South East / Wicklow	DSE/WW
Dublin South West / Kildare / West Wicklow	DSW/K/WW
Midlands	Midlands
Dublin North City	DNC
Dublin North	DN
Louth / Meath	LH/MH
Cavan / Monaghan	CN/MN
Cork	Cork
Kerry	Kerry
Carlow Kilkenny / South Tipperary	CW/KK/ST
Waterford / Wexford	WD/WX
Mid West	Mid West
Galway / Roscommon	GY/RN
Mayo	Mayo
Donegal	Donegal
Sligo / Leitrim / West Cavan	SO/LM/WC

1.0 CHILD PROTECTION AND WELFARE SERVICES

KEY AREAS OF FOCUS

1.1 Referrals (child welfare and child abuse)

1.2 Child Protection Notification System (CPNS)

1.3 Crisis Intervention Service / Out of Hours Service

KEY FACTS

- 10,711 referrals received in Q3 2015; down 188 from Q2 2015 and 282 from Q1 2015
- 59% (n=6,316) were child welfare concerns and 41% (n=4,395) were child abuse concerns
- 65% (n=6,840) of preliminary enquiries completed within 24 hours of receipt of the referral; no change from Q2 2015
- 47% (n=4,995) of referrals required an initial assessment; up 1% on Q2 2015
- 15% (n=760) of initial assessments completed within the 21 day target of receipt of the referral; down 2% on Q2 2015
- 1,349 children listed as 'active' (i.e., at ongoing risk of significant harm) on the CPNS at the end of Q4 2015; 48 fewer than Q3 2015 and fewest number Q3 2014 – Q4 2015
- 211 referrals to the Crisis Intervention Service in Q4 2015; 31 fewer than Q3 2015. 28% (n=60) placed. Total referrals for 2015 was 939 of which 248 (26%) were placed.
- 86 referrals to the Emergency Place of Safety Service in Q4 2015; 19 more than Q3 2015. Total referrals for 2015 was 369 of which 280 (76%) were placed.

1.1 Referrals (Child Welfare and Child Abuse)

1.1.1 Referrals

- 10,711 referrals to Child Protection and Welfare Service during Q3 2015⁴ (Figure 1); 188 fewer than Q2 2015 (n=10,899) and 282 fewer than Q1 2015 (n=10,993). This brings to 32,603 the number of referrals for the nine month period Q1 –Q3 2015.
- 59% (n=6,316) of referrals were for child welfare concerns, down 18 on Q2 2015 and 41% (n=4,395) were for child abuse concerns, down 170 on Q2 2015 (Figure 1/Table 1).

⁴ Data on referrals are reported quarterly in arrears.

Figure 1: Number of referrals (child welfare and abuse), by quarter Q1 2013 – Q3 2015

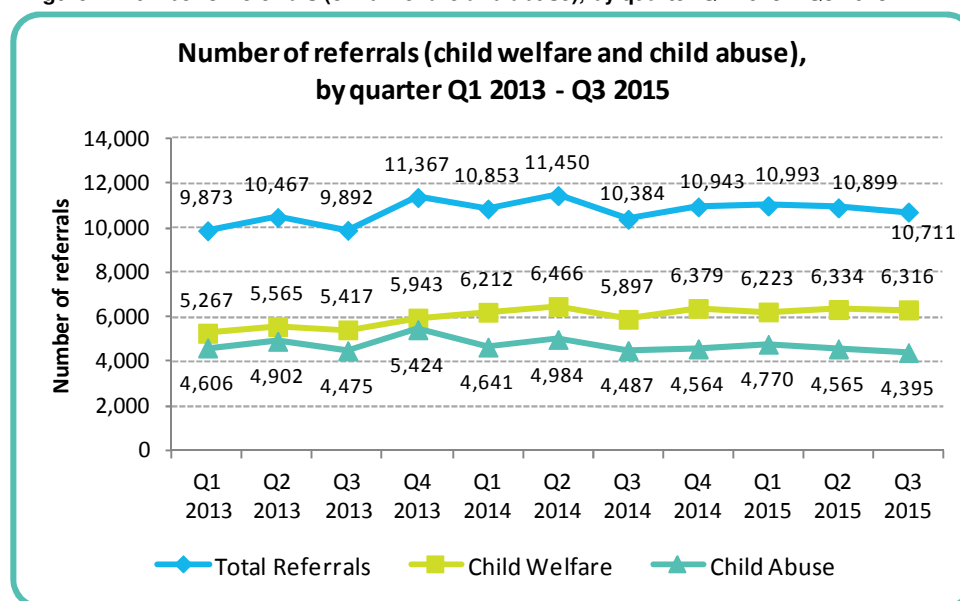


Table 1: Breakdown of the percentage of child welfare and abuse referrals, by quarter Q1 2013 – Q3 2015

Referral type	Q1 2013	Q2 2013	Q3 2013	Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015
% Welfare	53.3%	53.2%	54.8%	52.3%	57.2%	56.5%	56.8%	58.3%	56.6%	58.1%	59%
% Abuse	46.7%	46.8%	45.2%	47.7%	42.8%	43.5%	43.2%	41.7%	43.4%	41.9%	41%
Difference	6.7%	6.3%	9.5%	4.6%	14.5%	12.9%	13.6%	16.6%	13.2%	16.2%	17.9%

- The number of referrals by area for Q3 2015 ranged from 1,204 in Cork to 224 Kerry (Table 2). Two areas (Midlands and Cork) reported in excess of 1,000 referrals with a further nine areas reporting between 500 and 1,000 referrals.
- Dublin North City reported the highest rate of referrals per 10,000 population 0-17 years (156/10,000), followed by Midlands area (147/10,000). Donegal reported the lowest rate of referrals per 10,000 population 0-17 years (58/10,000). Cork with the highest number of referrals was ranked eight highest in terms of rate per 10,000 population (Table 2).
- Eight of the 17 areas reported an increase in referrals from Q2 2015 to Q3 2015, of which Dublin South Central reported the highest increase (n=162) followed by Dublin North City (n=103).
- Of the remaining nine areas that reported a decrease Dublin North reported the largest decrease (n=183) followed by Cork (n=112).
- For the period Q1 2015–Q3 2015, five areas reported two consecutive increases, the highest being that for Dublin North City (n=121) followed by Midlands (n=110), Dublin South East/Wicklow (n=95) and to a lesser extent by Mayo (n=28) and Cavan/Monaghan (n=20).
- A further five areas reported two consecutive decreases, the highest being that for MidWest (n=147) followed by Cork (n=133), Galway/Roscommon (n=98), Louth/Meath (n=67) and to a lesser extent Waterford/Wexford (n=14).

- Referrals for the remaining areas fluctuated from quarter to quarter.

Table 2: Total referrals received by area, Q1 2015 – Q3 2015 and rate per 10,000 population 0-17 years

Area	Number of referrals Q1 2015	Number of referrals Q2 2015	Number of referrals Q3 2015	Δ (+/-) Q3 2015 v Q2 2015	Population 0-17 years (Census 2011)*	Rate per 10,000 population 0-17 years
DNC	551	569	672	103	42,971	156
Midlands	1,030	1,103	1,140	37	77,726	147
WD/WX	867	864	853	-11	71,608	119
CW/KK/ST	658	670	649	-21	57,800	112
SO/LM/WC	354	234	253	19	23,060	110
Mid West	1,135	1,041	988	-53	94,989	104
GY/RN	836	834	738	-96	77,270	96
Cork	1,337	1,316	1,204	-112	128,448	94
Dublin North	994	1,013	830	-183	92,951	89
DSC	411	336	498	162	62,438	80
DSW/K/WW	755	802	777	-25	102,800	76
Mayo	210	231	238	7	32,514	73
DSE/WW	492	530	587	57	81,991	72
CN/MN	217	227	237	10	35,085	68
LH/MH	631	608	564	-44	87,562	64
Kerry	248	294	224	-70	34,940	64
Donegal	267	227	259	32	44,534	58
National	10,993	10,899	10,711	-188	1,148,687	93

*Population for Dublin North and Dublin North City revised to take account of the reconfiguration of these administrative areas in 2014 (i.e., Dublin 15 transferred from Dublin North City to Dublin North).

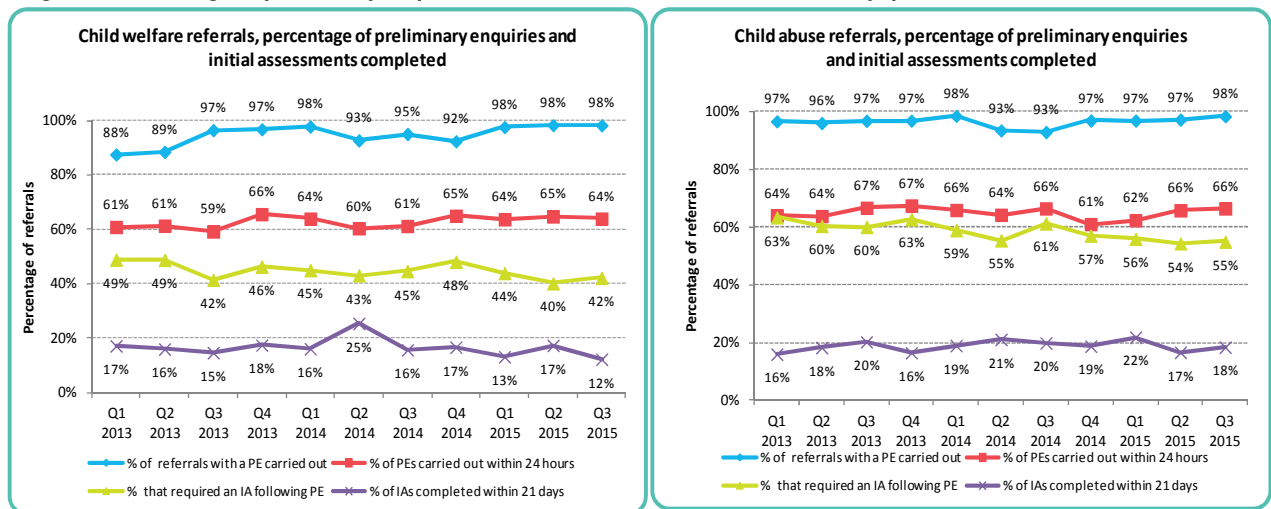
1.1.2 Preliminary Enquiries Carried Out / Initial Assessments Completed

- A preliminary enquiry⁵ was carried out on 98% (n=10,530/10,711) of all referrals in Q3 2015; no change from Q2 2015.
- 98% (6,206/6,316) of child welfare referrals were subject to a preliminary enquiry, no change from Q2 2015 and 98% (4,324/4,395) of child abuse referrals were subject to preliminary enquiry, up 1% on Q2 2015 (Figure 2).
- 65% (n=6,840/10,530) of the preliminary enquiries were completed within the 24 hour target of receipt of the referral; no change from Q2 2015. A slightly higher percentage was reported for child abuse referrals (66%; n=2,872/4,324) than child welfare referrals (64%; n=3,968/6,206).
- 47% (n=4,995/10,530) of referrals that were subject to a preliminary enquiry required an initial assessment⁶; up 1% of Q2 2015.

⁵ The preliminary enquiries step is concerned with substantiating the details provided by the reporter e.g. verify reporters phone number, child's address, concern, check if the child is already known to the service, other network checks etc. A preliminary enquiry is not an assessment. The aim of the preliminary enquiry process is to support and help the user (the social worker) to make a decision on the action to take in response to the information reported, that will result in the best outcome for the child who is the subject of the referral. Preliminary enquiries should normally be completed within 24 hours.

- A higher percentage of referrals for child abuse (55%; n=2,377/4,324) than child welfare (42%; n=2,618/6,206) required an initial assessment following a preliminary enquiry (Figure 2).
- 15% (n=760/4,995) of the initial assessments were completed within the 21 day target of receipt of the referral; down 2% on Q2 2015.
- The percentage of initial assessments for child welfare referrals completed within 21 days dropped from 17% (436/2,506) in Q2 2015 to 12% (322/2,618) in Q3 2015, while the percentage of initial assessments for child abuse referrals completed within 21 days increased from 17% (n=400/2,411) to 18% (n=438/2,377) (Figure 2).

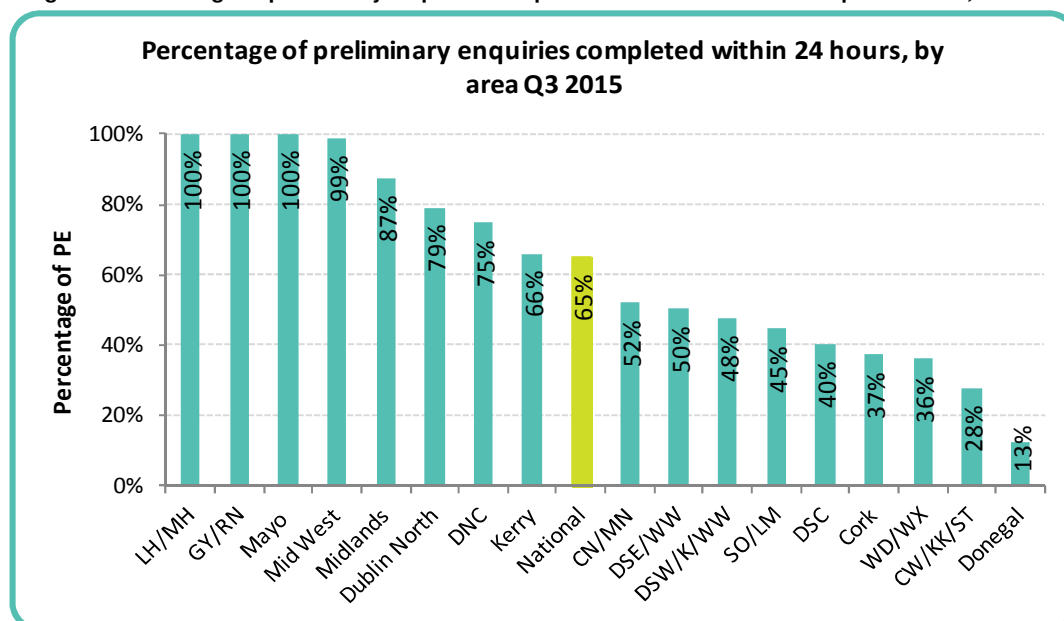
Figure 2: Percentage of preliminary enquiries and initial assessments carried out, by quarter Q1 2013 – Q3 2015



- Masked by the national percentages is significant variation in performance across the areas regarding these data.
- For Q3 2015 referrals, the percentage of preliminary enquiries carried out within 24 hours of receipt of the referral ranged from 13% (n=28/222) in Donegal to 100% in areas Louth/Meath, Galway/Roscommon and Mayo (Figure 3).
- A table showing the number and percentage of preliminary enquiries completed within 24 hours of receipt of the referral for the three quarters Q1 2015 to Q3 2015, by area along with the change from Q2 2015 to Q3 2015 can be found in Appendix A (Table 1).
- Preliminary findings from a national audit of compliance with standard business processes for the management of referrals identified delays in the formal sign-off of intake records by social work team leaders as one of the reasons for the low rates in a number of areas.

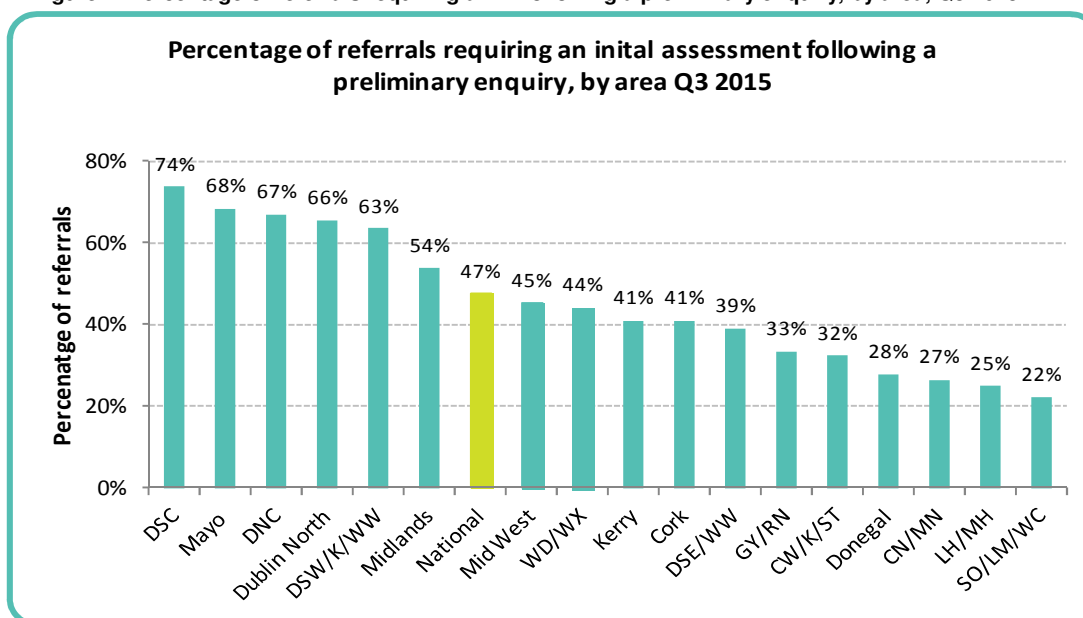
⁶ Initial assessment is a time-limited process to allow the gathering of sufficient information on the needs and risks within a case so that informed decisions and recommendations can be made and actions that will result in better outcomes for children taken. Initial Assessments should normally be completed in 21 days or less.

Figure 3: Percentage of preliminary enquiries completed within 24 hours of receipt of referral, Q3 2015



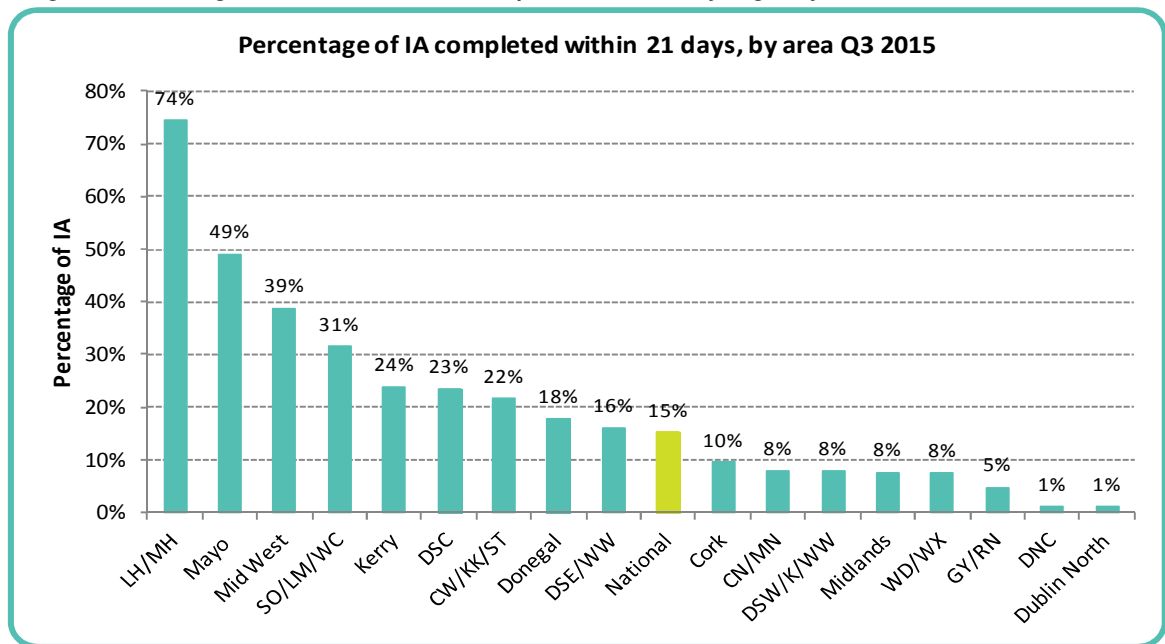
- The percentage of referrals requiring an initial assessment following a preliminary enquiry ranged from 22% (n=54/242) in Sligo/Leitrim/West Cavan to 74% (n=367/498) in Dublin South Central (Figure 4).
- A table showing the number and percentage of referrals requiring an initial assessment following a preliminary enquiry for the quarters Q1 2015 to Q3 2015, by area along with the change from Q2 2015 to Q3 2015 can be found in the Appendix A (Table 2).

Figure 4: Percentage of referrals requiring an IA following a preliminary enquiry, by area, Q3 2015



- The percentage of initial assessments completed within 21 days of receipt of the referral ranged from 1% in Dublin North (n=6/545) and Dublin North City (n=5/450) to 74% in LH/MH (n = 104/140) (Figure 5).
- A table showing the number and percentage of initial assessments completed within 21 days for the quarters Q1 2015 to Q3 2015, by area along with the change from Q2 2015 to Q3 2015 can be found in the Appendix A (Table 3).

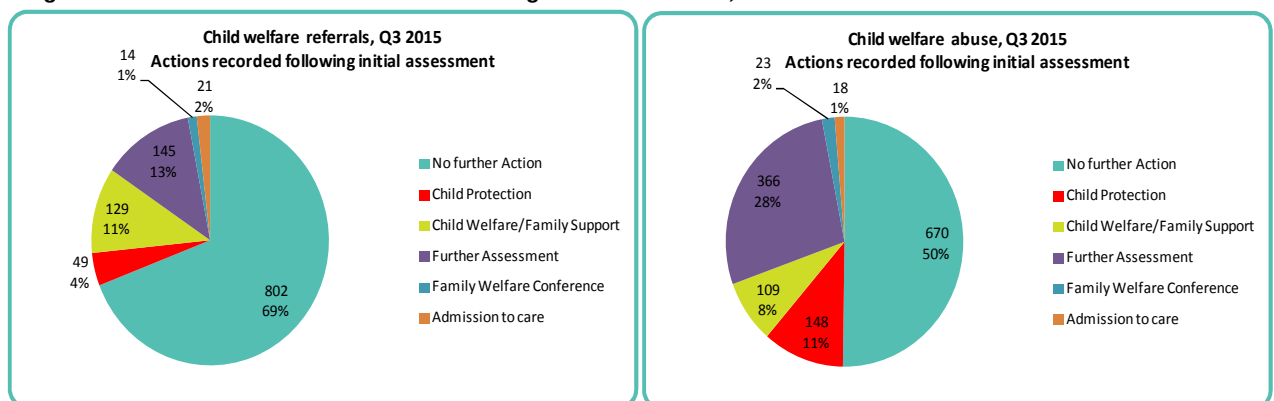
Figure 5: Percentage of initial assessments completed within 21 day target, by area Q3 2015



1.1.3 Actions Recorded

- A breakdown of the actions recorded following initial assessment is presented in Figure 6.
- Of the 2,494 actions recorded, 'No further action' was recorded for the majority (59%; n=1,472/2,494) of referrals: [69% (n=802/1,160) for child welfare referrals and 50% (n=670/1,334) for child abuse referrals].
- 39 (2%) children were admitted to care. Of these, 54% (n=21) were child welfare referrals and 46% (n=18) were child abuse referrals.
- There were 197 (8%) actions of 'child protection⁷'. Of these, 75% (n=148) were child abuse referrals and 25% (n=49) were child welfare referrals.
- Further assessment was recorded for 20% (n=511/2,494) of cases while 10% (n=238/2,494) had an action of child welfare/family support recorded.

Figure 6: Breakdown of actions recorded following initial assessment, Q3 2015

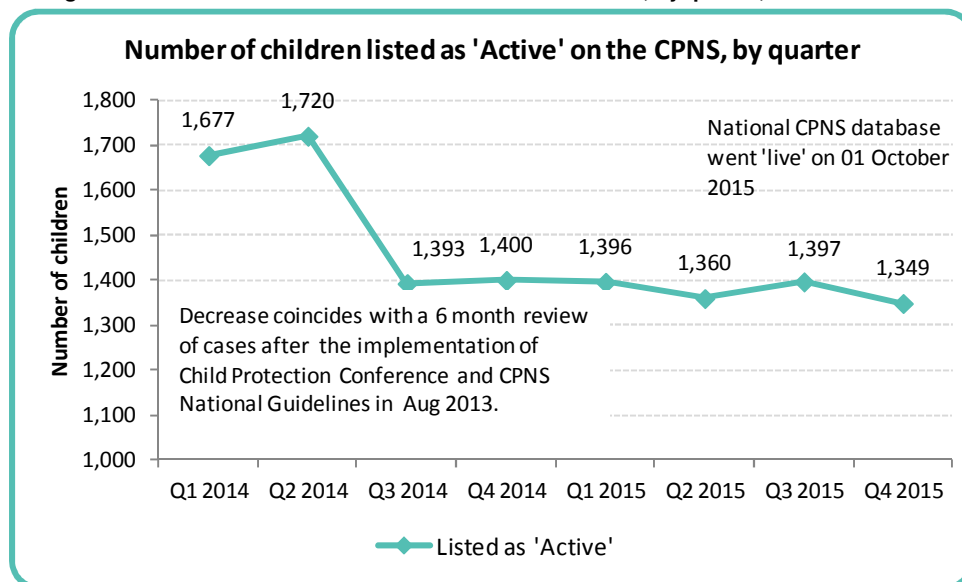


⁷ A child protection conference is requested for child(ren) who require a child protection response, as they have been assessed as being at ongoing risk of significant harm. A child protection plan is developed at the conference to safeguard the child(ren) identified as being at risk. Whereas children may suffer harm for a range of reasons, for the purpose of the child protection conference and the CPNS, the threshold of ongoing risk of significant harm is confined to abuse, including neglect, attributable to inappropriate or inadequate care from parent/s.

1.2 Child Protection Notification System

- There were 1,349 children listed as 'active' (i.e., at ongoing risk of significant harm) on the Child Protection Notification System (CPNS)⁸ at the end of Q4 2015; 48 fewer than Q3 2015 and the fewest number since Q3 2014 (Figure 7). These data were extracted from the national interim CPNS database that went 'live' on the 01 October 2015.

Figure 7: Number of children listed as 'Active' on the CPNS, by quarter, Q1 2014 – Q4 2015



- The average number of children listed as 'active' in each area at the end of Q4 2015 per 10,000 population 0-17 years was 12 and ranged from 29 in Dublin South Central to two in Dublin South East/Wicklow (Table 3). Ten areas reported a rate equal to, or above the national rate.

Table 3: Children listed as 'active' on the CPNS per 10,000 population 0-17 years, by area Q4 2015

Area	0-17 population (Census 2011)	No listed as active Q4 2015	No/10,000 pop 0-17 yrs
DSC	62,438	181	29
Mayo	32,514	76	23
DNC	42,971	90	21
SO/LM/WC	23,060	47	20
CW/KK/ST	57,800	98	17
Mid West	94,989	160	17
Donegal	44,534	73	16
GY/RN	77,270	102	13
CN/MN	35,085	43	12
Midlands	77,726	94	12
National	1,148,687	1,349	12
LH/MH	87,562	92	11
Kerry	34,940	32	9
WD/WX	71,608	65	9
Dublin North	92,951	56	6

⁸ The CPNS, in accordance with the Children First: National Guidance for the Protection and Welfare of Children, 2011, is a national record of all children who are the subject of a child protection plan agreed at a child protection conference. The CPNS is accessible to named professional groups subject to strict protocols.

Cork	128,448	70	5
DSW/K/WW	102,800	54	5
DSE/WW	81,991	16	2

*Population for Dublin North and Dublin North City revised to take account of the reconfiguration of these administrative areas in 2014 (i.e., Dublin 15 transferred from Dublin North City to Dublin North).

- At the end of Q4 2015, the number of children listed as 'active' ranged from 181 in Dublin South Central to 16 in Dublin South East/Wicklow (Table 4).
- Seven of the 17 areas reported an increase from Q3 2015, ranging from 18 in Carlow/Kilkenny/South Tipperary to two in Dublin South West/Kildare/West Wicklow.
- Of the ten areas that reported a decrease between Q3 and Q4, the highest decrease was reported by Waterford/Wexford with 26 fewer children on the CPNS, followed by Cork (n =16), Midlands (n=-15) and Galway/Roscommon (n=-14).
- Of the 1,349 children listed as 'active' at the end of Q4 2015, 1,323 (98%) had an allocated social worker. Of the 26 children that did not have an allocated social worker, 19 were reported by Donegal, *three by Dublin North*, two by Cork and one by both Dublin South Central and Dublin South West/Kildare/West Wicklow. It should be noted the all of these children, excluding the three reported by Dublin North were subsequently allocated a social worker. *The three children reported by Dublin North were placed on the CPNS temporarily. They were reported to be in the process of transferring from another jurisdiction. They were on the CPNS in their own jurisdiction and had a social worker allocated at the time. Case responsibility was with that jurisdiction at the time.*

Table 4: Children listed as 'active' on CPNS and number with allocated social worker Q4 2015

Area	No Listed as Active Q1 2015	No Listed as Active Q2 2015	No Listed as Active Q3 2015	No Listed as Active Q4 2015	No. Listed as Active $\Delta(+/-)$ Q3 vs Q4	No with allocated SW Q4 2015	% with Allocated SW Q4 2015
DSC	164	186	184	181	-3	180	99%
DSE/WW	26	24	22	16	-6	16	100%
DSW/K/WW	59	44	52	54	+2	53	98%
Midlands	77	90	109	94	-15	94	100%
DNC	82	86	84	90	+6	90	100%
<i>Dublin North</i>	42	32	40	56	+16	53	95%
LH/MH	107	108	102	92	-10	92	100%
CN/MN	40	32	39	43	+4	43	100%
Cork	91	93	86	70	-16	68	97%
Kerry	40	43	37	32	-5	32	100%
CW/KK/ST	118	86	80	98	+18	98	100%
WD/WX	87	80	91	65	-26	65	100%
Mid West	138	153	161	160	-1	160	100%
GY/RN	123	121	116	102	-14	102	100%
Mayo	75	65	86	76	-10	76	100%
Donegal	76	76	66	73	+7	54	74%
SO/LM/WC	51	41	42	47	+5	47	100%
National	1,396	1,360	1,397	1,349	-48	1,323	98%

- Of the total number of children listed as 'active' on the CPNS at the end of Q4 2015, 44% (n=595) were listed for 0-6 months, a further 27% (n=361) were listed for 7-12 months while the remaining 29% (n=393) were listed for longer than 12 months.
- A breakdown of the length of time children were listed as 'active' by area is presented in Table 5. The percentage of children listed as 'active' for longer than 12 months in each area ranged from 49% (n=88) in Dublin South Central to 5% (n=2/43) in Cavan/Monaghan. Almost half of the children listed as 'active' in Dublin South Central were listed for longer than 12 months. This was followed by Mayo with 46% (n=35) of its children listed as 'active' listed for longer than 12 months.
- In contrast, almost two-thirds (65%; 28/43) of the children listed as 'active' on the CPNS in Cavan/Monaghan were listed for 0-6 months. Similarly, 64% (60/94) of the children listed as 'active' in the Midlands were listed for 0-6 months. Fewer than one in five of the children listed as 'active' in these two areas along with Dublin South West/Kildare West Wicklow and Carlow/Kilkenny/South Tipperary was listed for longer than 12 months.

Table 5: Children listed as 'active' on the CPNS in each area at the end of Q4 2015, by length of time 'active'

	Number 0-6 mths	% 0-6 mths	Number 6-12 mths	% 6-12 mths	Number >12 mths	% >12 mths	Total
DSC	44	24%	49	27%	88	49%	181
Mayo	32	42%	9	12%	35	46%	76
DSE/WW	6	38%	3	19%	7	44%	16
SO/LM/WC	23	49%	4	9%	20	43%	47
Donegal	27	37%	19	26%	27	37%	73
Cork	21	30%	27	39%	22	31%	70
Kerry	8	25%	15	47%	9	28%	32
GY/RN	35	34%	39	38%	28	27%	102
WD/WX	35	54%	13	20%	17	26%	65
Louth/Meath	34	37%	34	37%	24	26%	92
DNC	46	51%	21	23%	23	26%	90
Dublin North	33	59%	9	16%	14	25%	56
Mid West	75	47%	48	30%	37	23%	160
CW/KK/ST	56	57%	23	23%	19	19%	98
DSW/K/WW	32	59%	12	22%	10	19%	54
Midlands	60	64%	23	24%	11	12%	94
CN/MN	28	65%	13	30%	2	5%	43
National	595	44%	361	27%	393	29%	1,349

Data sorted by % of children listed as 'active' for >12 mths (highest to lowest)

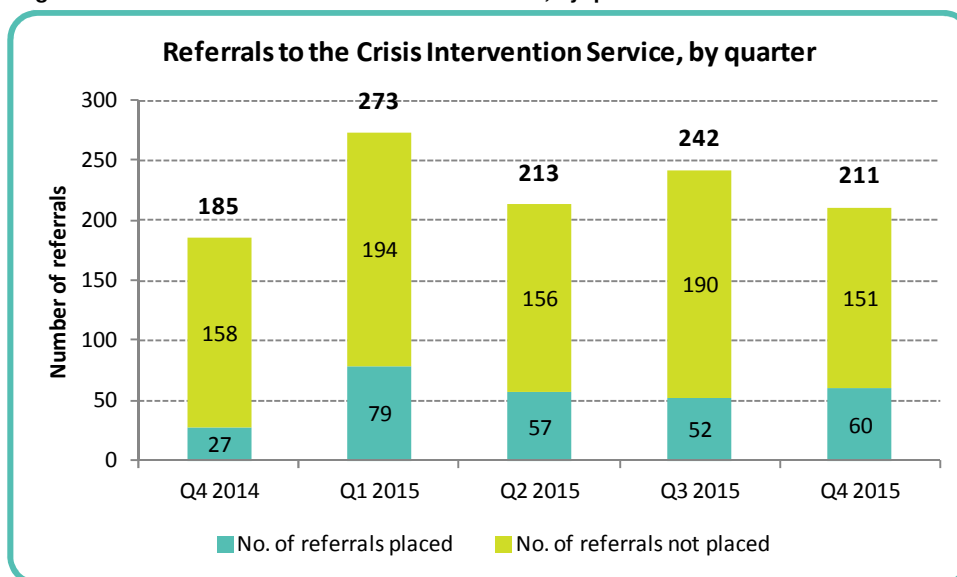
- There was a total of 2,407 children listed as 'inactive' on the CPNS at the end of Q4 2015.
- During Q4 2014, a total of 382 children were listed as 'active' on foot of a CPC that took place in the quarter. For the same period, a total of 36 children were reactivated on the CPNS (i.e., their status changed from 'inactive' to 'active').
- The national interim CPNS database went live on 01 October 2015. This database replaces all previous CPNS lists and is the sole source of data for CPNS purposes. Users

are now able to record details of child protection conferences and place a child on the national database in line with the Tusla Child Protection Conference and Child Protection Notification System national guidelines. Access to this database is strictly controlled and the service is being provided centrally by the Crisis Intervention Team based in Dublin. The system is also being made available to approved external agencies (e.g., Gardaí and hospitals) to conduct out of hours searches where required.

1.3 Crisis Intervention Service / Out of Hours Service

- The Crisis Intervention Service (CIS)⁹ received a total of 211 referrals during Q4 2015; a decrease of 31 from Q3 2015 but an increase of 26 from the same period last year (Figure 8). This brings to 939 the number of referrals for 2015; a 25% (n=187) increase on 2014 (n=752).
- Of the 211 referrals, 28% (n=60) were placed. Based on the five quarters shown, approximately one in every four referrals (24%; n=275/1,124) was placed. This brings to 248 the number of referrals placed during 2015; a 43% (n=74) increase on 2014 (n=174).
- During Q4 2015, 644 nights' accommodation were supplied by the CIS; 16 fewer than Q3 2015 (n=660). This brings to 2,457 the total number of nights' accommodation supplied by the CIS in 2015; a 24% (n=476) increase on 2014 (n=1,981). The average number of nights' accommodation supplied per referral placed was 9.9 in 2015; down from 11.4 in 2014.

Figure 8: Referrals to the Crisis Intervention Service, by quarter Q4 2014 – Q4 2015



- The Emergency Place of Safety Service (EPSS)¹⁰ received a total of 86 referrals during Q4 2015; 19 more than Q3 2015 and 13 more than the same quarter last year (Figure 9).

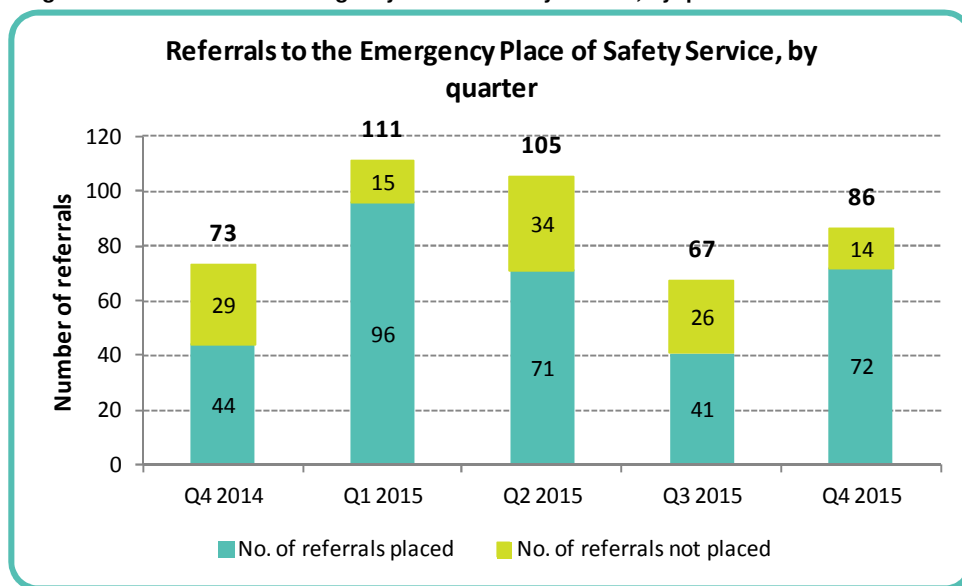
⁹ The CIS provides an out-of-hours emergency social work service to young people aged under 18 years who are in crisis. The service operates across the greater Dublin area (Counties Dublin, Kildare and Wicklow). Referrals are made by service providers outside of normal working hours i.e. Gardaí, hospital and ambulance service personnel

¹⁰ Outside the greater Dublin area, an Emergency Place of Safety Service (EPSS) operates, whereby Gardaí can access an emergency placement for children found to be at risk out of hours. This service involves the out of hours placement of a child in a family setting until the next working day when the local social work service assumes responsibility for the case.

This brings to 369 the number of referrals for 2015; an 8% (n=26) increase on 2014 (n=343).

- Of the 86 referrals, 84% (n=72/86) were placed. This brings to 280 the number of referrals placed in 2015; a 40% (n=80) increase on 2014 (n=200). At least three out of every four referrals (76%; n=280/369) for 2015 were placed; up from 58% (n=200/343) in 2014.
- During Q4 2015, 123 nights' accommodation were supplied by the EPSS; 21 more than Q3 2015 and 12 more than the same quarter last year (n=111). This brings to 576 the number of nights' accommodation supplied in 2015; 106 more than 2014 (n=470). The average number of nights' accommodation supplied per referral placed was 2.06 in 2015; down from 2.35 in 2014.

Figure 9: Referrals to the Emergency Place of Safety Service, by quarter Q4 2014 – Q4 2015



2.0 CHILDREN IN CARE

KEY AREAS OF FOCUS

- 2.1 Number of children in care
- 2.2 Number of children in care, by care type
- 2.3 Children in private placements
- 2.4 Children in care with an allocated social worker
- 2.5 Children in care with a written care plan
- 2.6 Children in respite care from home
- 2.7 Children in care in education

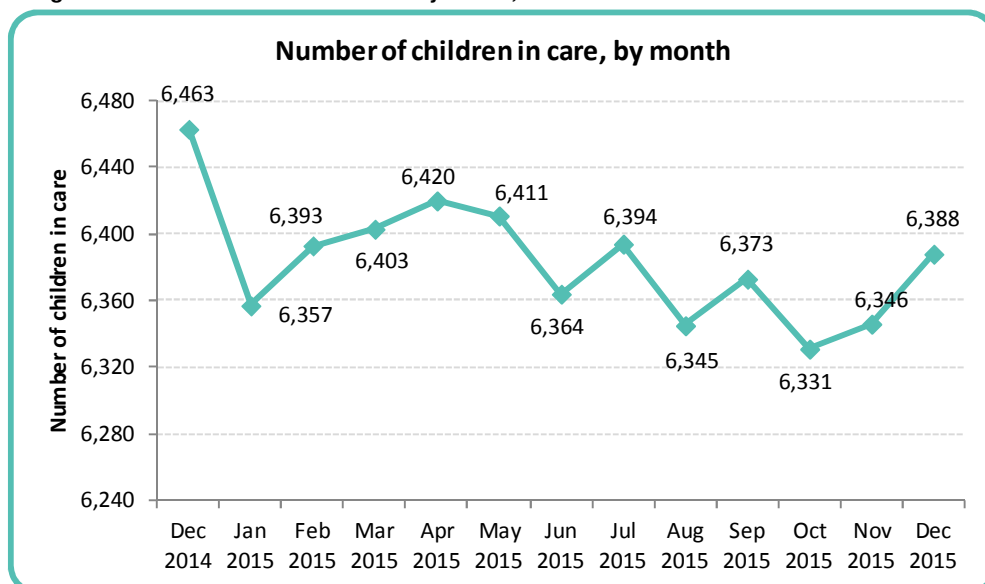
KEY FACTS

- 6,388 children in care at the end of Q4 2015; up 15 from Q3 2015
- 496 children in care at the end of Q4 2015 were in private placements, no change from Q3 2015
- 17 (0.27%) children in care at the end of Q4 2015 were in a placement outside of the State; one more than Q3 2015
- 93% (n=5,937) of children in care at the end of Q4 2015 had an allocated social worker (against a target of 100%); up 0.7% from Q3 2015
- 90% (n=5,768) of children in care at the end of Q4 2015 had a written care plan (on target and no change from previous quarter)
- 98% (n=3,942/4,012) of children in care aged 6 to 15 years (inclusive) in full time education at the end of Q4 2015; no change from Q3 2015
- 92% (n=966/1,048) of children in care aged 16 and 17 years in full time education at the end of Q4 2015; down 2% on Q3 2015

2.1 Number of Children in Care

- At the end of Q4 2015, there were 6,388 children in care; 15 more than at the end of Q3 2015 (n=6,373) (Figure 10). *It should be noted that prior to January 2015 the number of children in care included children in respite care from home. These children are now being reported separately (see section 2.6 below).*

Figure 10: Number of children in care by month, Dec 2104 – Dec 2015



- The average number of children in care at the end of Q4 2015 per 10,000 population 0-17 years was 56 and ranged from 145 in Dublin North City to 36 in Dublin North (Table 6). Eleven of the 17 areas had a rate below the national rate.

Table 6: Number of children in care per 10,000 population 0-17 years, Q4 2015

Area	0-17 population (CSO 2011 Census)	No of CIC Q4 2015	No of CIC/10,000 population 0-17 years
DNC	42,971	625	145
Cork	128,448	899	70
CW/KK/ST	57,800	382	66
Mid West	94,989	605	64
DSC	62,438	393	63
WD/WX	71,608	447	62
National	1,148,687	6,388	56
GY/RN	77,270	407	53
CN/MN	35,085	170	48
Midlands	77,726	371	48
SO/LM/WC	23,060	110	48
Donegal	44,534	210	47
DSW/K/WW	102,800	461	45
LH/MH	87,562	390	45
Mayo	32,514	136	42
Kerry	34,940	145	41
DSE/WW	81,991	306	37
Dublin North	92,951	331	36

- Nine of the 17 areas reported an increase in the number of children in care in their area between Q3 2015 and Q4 2015; the highest number reported by Midlands (n=32), followed by Waterford/Wexford (n=13) and Louth/Meath (n = 11) (Table 7).
- Of the eight areas that reported a decrease in the number of children in care in their area between Q3 2015 and Q4 2015, Galway/Roscommon reported the

highest decrease with 43 fewer children in care, followed by Dublin South West/Kildare/West Wicklow with eight fewer children in care.

- A breakdown of the number of children in care in each area for the six months July to December 2015 along with the difference in numbers between Q3 2015 and Q4 2015 is presented in Table 7.

Table 7: Breakdown of the number of children in care in each area, Jul – Dec 2015

Area	No of CIC Jul-15	No of CIC Aug-15	No of CIC Sep-15	No of CIC Oct-15	No of CIC Nov-15	No of CIC Dec-15	Δ(+/-) Dec vs Sep
DSC	407	407	400	399	402	393	-7
DSE/WW	297	297	300	304	305	306	+6
DSW/K/WW	473	467	469	470	464	461	-8
Midlands	337	338	339	338	346	371	+32
DNC	632	631	629	631	627	625	-4
Dublin North	335	336	334	332	324	331	-3
LH/MH	381	375	379	386	392	390	+11
CN/MN	167	169	168	170	171	170	+2
Cork	906	895	904	898	889	899	-5
Kerry	147	144	146	146	143	145	-1
CW/KK/ST	378	369	372	368	381	382	+10
WD/WX	424	427	434	434	442	447	+13
Mid West	611	600	610	607	607	605	-5
GY/RN	454	449	450	412	404	407	-43
Mayo	133	129	128	126	137	136	+8
Donegal	206	207	208	206	205	210	+2
SO/LM/WC	106	105	103	104	107	110	+7
Total	6,394	6,345	6,373	6,331	6,346	6,388	+15

2.2 Number of Children in Care by Care Type

- At the end of Q4 2015, there were 23 more children in foster care (general) and two more children in residential special care compared to Q3 2015. There were 10 fewer children in residential general care and five fewer children in foster care with relatives (Table 8).
- An area breakdown of the number of children in care by care type at the end of December 2015 is presented in Appendix A (Table 4).

Table 8: Breakdown of the number of children in care by care type and month, Jul- Dec 2015

	FC Gen	Δ+/- prev mth	FC Rel	Δ+/- prev mth	Res Care Gen	Δ+/- prev mth	Res Care Spec	Δ+/- prev mth	Res Care Secure OOS	Δ+/- prev mth	Other Care	Δ+/- prev mth	Total	Δ+/- prev mth
Jul 15	4,084	+10	1,838	+6	343	+6	15	-1	4	0	110	+9	6,394	+30
Aug 15	4,050	-34	1,828	-10	343	0	15	0	5	+1	104	-6	6,345	-49
Sep 15	4,077	+27	1,837	+9	337	-6	14	-1	4	-1	104	0	6,373	+28
Oct 15	4,047	-30	1,818	-19	343	+6	13	-1	3	-1	107	+3	6,331	-42

Nov 15	4,082	+35	1,806	-12	328	-15	16	+3	3	0	111	+4	6,346	+15
Dec 15	4,100	+18	1,832	+26	327	-1	16	0	4	+1	109	-2	6,388	+42
Δ (+/-) Dec vs Sep	+23		-5		-10		+2		0		+5		+15	
% of Total CIC Dec 15	64%		29%		5%		<1%		<1%		2%		100%	

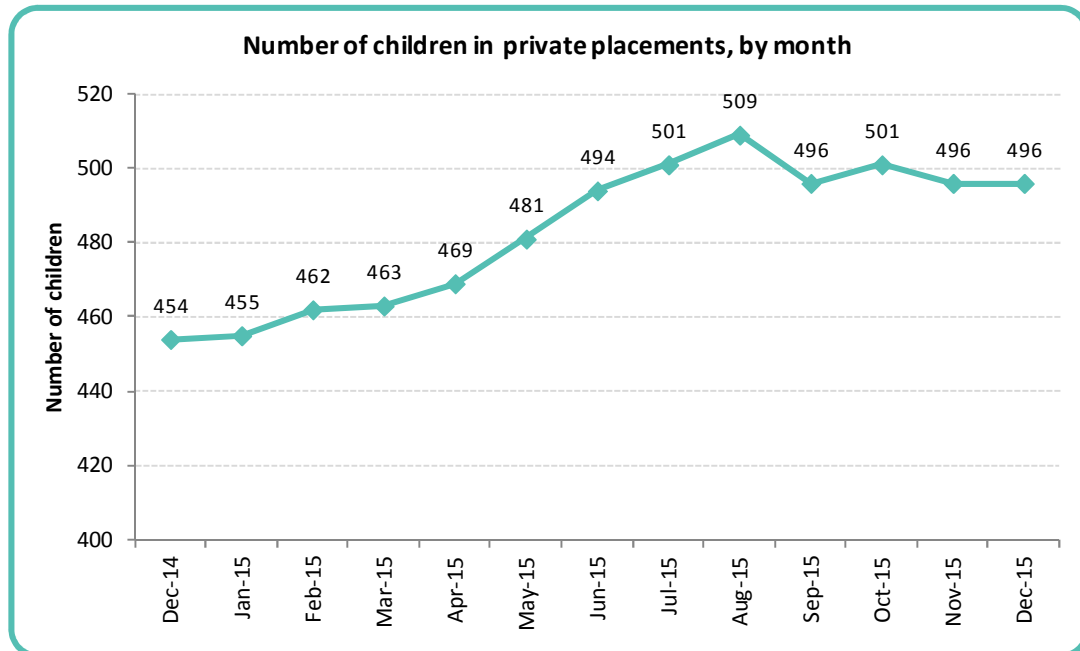
FC Gen = Foster Care General; FC Rel = Foster Care with Relatives; Res Care Gen = Residential Care General; Res Care Spec = Residential Care Special; Res Care Secure OOS = Residential Care, Secure Out of State. CIC = Children in care

- A total of 17 (0.27%) children were in out of state placements at the end of Q4 2105; one more than at the end of Q3 2015. *These children are included in the figures for the various care types set out in Table 8.*
- At the end of Q4 2015, three children in residential care were in a single care placement; two more than Q3 2015.

2.3 Children in Private Placements

- At the end of Q4 2015 there were 496 children in private placements¹¹; no change from Q3 2015, but 13 fewer than August 2015 when the highest number for the 12 month period shown was reported (Figure 11). Since September 2015, the number of children in care in private placements has remained fairly steady; this follows an eight month period where there was a month on month increase.

Figure 11: Number of children in private placements, Dec 2014 – Dec 2015

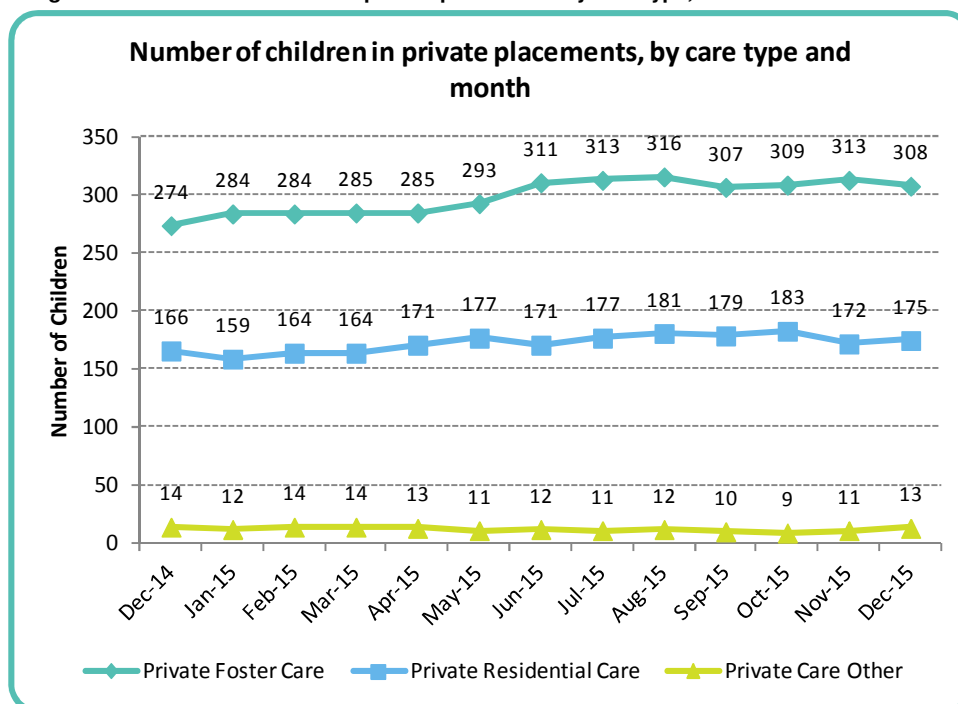


- At the end of Q4 2015, 62% (n=308) of children in private placements were in private foster care; 35% (n=175) were in private residential placements (Figure 12).

¹¹ The number of children in private placements is included in the children in care figures presented in sections 2.1 and 2.2

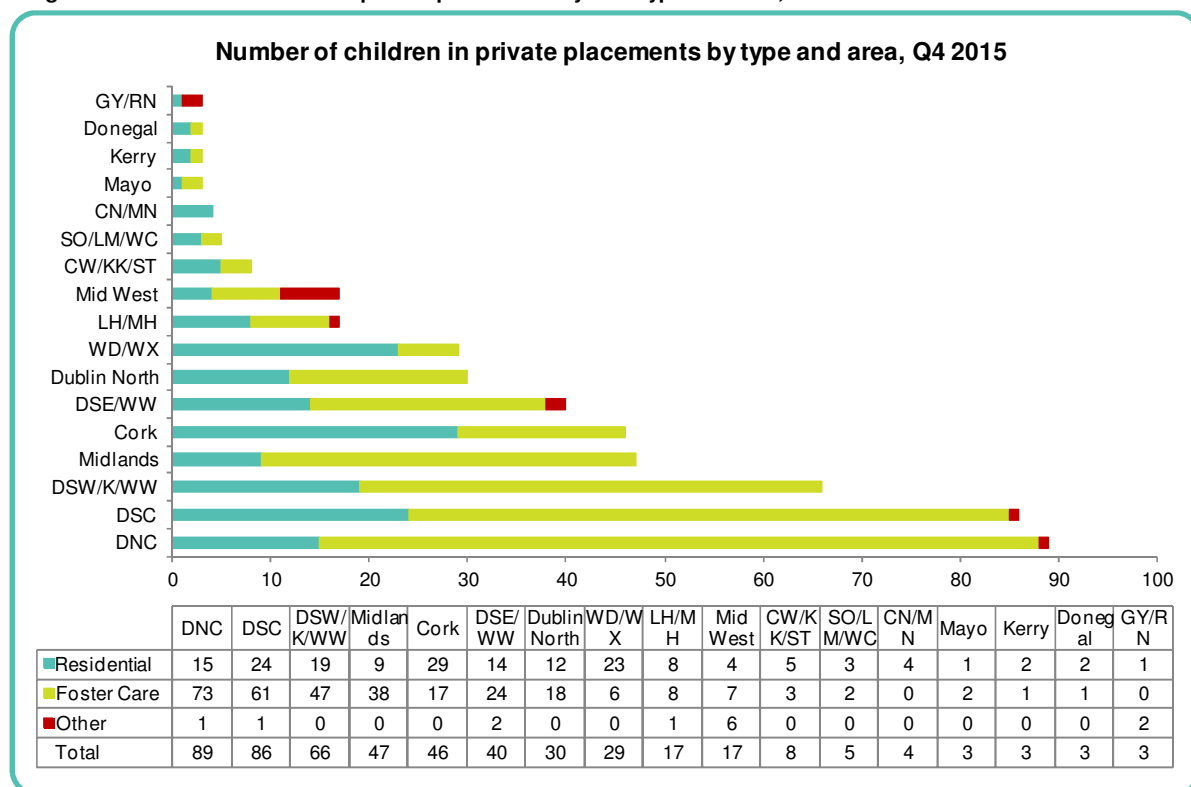
- There were 34 (12%) more children in private foster care placements at the end of Q4 2015 than same period last year, while there were nine (5%) more children in private residential care.

Figure 12: Number of children in private placements by care type, Dec 2014 - Dec 2015



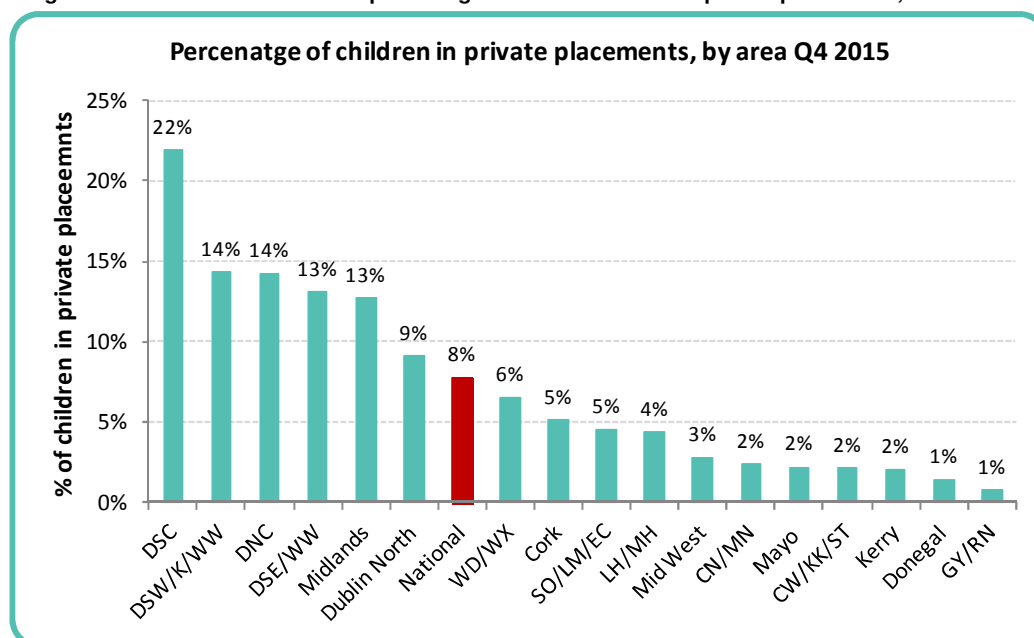
- At the end of Q4 2015, Dublin North City (DNC) had the highest number (n=89) of children in private placements while Mayo, Kerry, Donegal and Galway/Roscommon had the fewest number (n=3) (Figure 13).
- Cork had the highest number of children in private residential placements at 29, followed by Dublin South Central with 24 children and Waterford/Wexford with 23 children in private residential placements (Figure 13).
- Dublin North City had the highest number of children in private foster care placements at 73, followed by Dublin South Central with 61 and Dublin South West/Kildare/West Wicklow with 47 (Figure 13).
- Areas with a higher preponderance of children in private residential care (than private foster care) include Cork at 63% (n=29/46) and Waterford/Wexford at 79% (n=23/29).
- In contrast, areas with a higher preponderance of children in private foster care include Dublin North City with 82% (n=73/89), the Midlands with 81% (n=38/47); Dublin South West/Kildare/West Wicklow with 71% (n=47/66); Dublin South Central with 71% (n=61/86) and Dublin South East/Wicklow with 60% (n=24/40).

Figure 13: Number of children in private placements by care type and area, Q4 2015



- At the end of Q4 2015, the percentage of children in care in private placements in each area ranged from 22% (n=86/393) in Dublin South Central to less than 1% in Donegal and Galway/Roscommon (Figure 14). Nationally, 8% (n=496/6,388) of children in care at the end of Q4 2015 were in private placements.

Figure 14: Area breakdown of the percentage of children in care in private placements, Q4 2015



- Seven of the 17 areas reported an increase in the number of children in private placements at the end of Q4 2015 when compared to Q3 2015 (Table 9). The highest increase was reported by Waterford/Wexford (n=7) followed by Dublin South Central (n=6) (Table 9).

- Of the six areas that reported a decrease Dublin South West/Kildare/West Wicklow reported the highest with six fewer children in private placements, followed by Louth/Meath with five fewer children in private placements.

Table 9: Number of children in private placements by area, Jul- Dec 2015

Area	Total Private Placement Jul 15	Total Private Placement Aug 15	Total Private Placement Sep 15	Total Private Placement Oct 15	Total Private Placement Nov 15	Total Private Placement Dec 15	Δ+/- Dec vs Sep 15
DSC	77	81	80	79	82	86	+6
DSE/WW	37	36	38	37	37	40	+2
DSW/K/WW	76	73	72	75	65	66	-6
Midlands	49	59	46	45	48	47	+1
DNC	86	86	85	89	91	89	+4
Dublin North	33	31	30	32	30	30	0
LH/MH	20	22	22	22	22	17	-5
CN/MN	4	4	3	4	4	4	+1
Cork	49	52	50	45	46	46	-4
Kerry	3	3	3	3	3	3	0
CW/KK/ST	10	10	11	8	8	8	-3
WD/WX	24	23	22	24	27	29	+7
Mid West	17	17	20	20	18	17	-3
GY/RN	2	3	3	6	5	3	0
Mayo	3	2	2	2	1	3	+1
Donegal	4	3	3	4	4	3	0
SO/LM/WC	7	4	6	6	5	5	-1
National Total	501	509	496	501	496	496	0

2.4 Children in Care with an Allocated Social Worker

- At the end of Q4 2015, 93% (n=5,937/6,388) of children in care nationally had an allocated social worker (against a target of 100%); 0.7% higher than Q3 2015. A total of 451 children were awaiting allocation of a social worker at the end of Q4 2015 compared to 493 as the end of Q3 2015 (Table 10).
- In respect of care type, the percentage of children in foster care with relative (90.7%) was up 1.2% on Q3 2015. There was no real change in the percentage for the remaining categories, with the exception of 'other' which was down from 99% to 97% (note small numbers). Almost all children in residential care (general) continued to have an allocated social worker (98%; n =319/327).

Table 10: Number and percentage of children in care (CIC) with an allocated social worker (SW) by care type, Q3 and Q4 2015

Care Type	CIC Sep 2015	No with SW Sep 2015	% with SW Sep 2015	CIC Dec 2015	No with SW Dec 2015	% with SW Dec 2015	Δ+/- Dec vs Sep 2015
Foster Care (General)	4,077	3,784	92.8%	4,100	3,830	93.4%	0.6%
Foster Care (Relatives)	1,837	1,645	89.5%	1,832	1,662	90.7%	1.2%
Residential Care (General)	337	330	97.9%	327	319	97.6%	-0.4%
Residential Special Care	14	14	100.0%	16	16	100.0%	0.0%
Residential Out of State Secure Care	4	4	100.0%	4	4	100.0%	0.0%
Other Placements	104	103	99.0%	109	106	97.2%	-1.8%
Total	6,373	5,880	92.3%	6,388	5,937	92.9%	0.7%

- At the end of Q4 2015, six of the 17 Areas met the target of 100% of children in care with an allocated social worker. A further seven areas reported a percentage of 90% or higher (Table 11).
- Eight areas reported an increase in percentage performance from Q3 2015; the most notable being that Galway/Roscommon up 8% to 98% and Louth/Meath up 7% to 100%. However, in terms of Galway/Roscommon it should be noted that it had 43 fewer children in care at the end of Q4 2015 compared to Q3 2015.
- Of particular note is the decrease in performance reported by the Donegal; down from 100% in Q3 2015 to 79% in Q4 2015.

Table 11: Children in care with an allocated social worker, Q3 – Q4 2015

Area	No in Care Sep 2015	No with an allocated SW Sep 2015	% with an allocated SW Sep 2015	No in Care Dec 2015	No with an allocated SW Dec 2015	% with an allocated SW Dec 2015	+/- Q4 vs Q3
DSE/WW	300	300	100%	306	306	100%	0%
LH/MH	379	353	93%	390	390	100%	+7%
CN/MN	168	168	100%	170	170	100%	0%
Kerry	146	146	100%	145	145	100%	0%
Mayo	128	128	100%	136	136	100%	0%
SO/LM/WC	103	103	100%	110	110	100%	0%
GY/RN	450	403	90%	407	399	98%	+8%
DSC	400	374	94%	393	378	96%	+3%
DNC	629	597	95%	625	600	96%	+1%
Cork	904	854	94%	899	860	96%	+1%
WD/WX	434	407	94%	447	424	95%	+1%
Dublin North	334	297	89%	331	309	93%	+4%
Total	6,373	5,880	92%	6,388	5,937	93%	+1%
Midlands	339	326	96%	371	337	91%	-5%
CW/KK/ST	372	329	88%	382	331	87%	-2%
DSW/K/WW	469	403	86%	461	384	83%	-3%
Mid West	610	484	79%	605	492	81%	+2%
Donegal	208	208	100%	210	166	79%	-21%

2.5 Children in Care with a Written Care Plan

- At the end of Q4 2015, the number of children in care nationally with a written care plan continued to be on target at 90% (n=5,768/6,388) (Table 12). *However, it should be noted that variances have been identified in how data on this metric are being reported by areas. In some areas care plans that have fallen due for review and not updated are not included. This is the subject of a review.*
- In respect of care type, the percentage of children in foster care (relatives) and the percentage in residential care (general) with a written care plan were up 1.3% to 88.4% and 92.7% respectively from Q3 2015. The percentage of children in all care types, with the exception of foster care with relatives, continues to exceed the target of 90%.

Table 12: Breakdown of the number of children in care (CIC) with a written care by type, Q3 and Q4 2015

Care Type	CIC Sep 2015	No with CP Sep 2015	% with CP Sep 2015	CIC Dec 2015	No with CP Dec 2015	% with CP Dec 2015	Δ+/- Dec vs Sep 2015
Foster Care General	4,077	3,730	91.5%	4,100	3,725	90.9%	-0.6%
Foster Care (Relatives)	1,837	1,599	87.0%	1,832	1,619	88.4%	+1.3%
Residential Care General	337	308	91.4%	327	303	92.7%	+1.3%
Residential Special Care	14	14	100%	16	16	100%	0%
Residential Out of State Secure Care	4	4	100%	4	4	100%	0%
Other Placements	104	93	89.4%	109	101	92.7%	+3.2%
National	6,373	5,748	90.2%	6,388	5,768	90.3%	0.1%

- At the end of Q4 2015, 12 of the 17 areas met the target of 90% of children in care with a written care plan; up one on Q3 2015 (Table 13).
- Five areas reported an increased percentage from Q3 2015, the highest being Kerry up from 90% to 99% and Louth/Meath up from 86% to 93%.
- Of particular note is the drop in performance reported by Cavan/Monaghan; down from 99% in Q3 2015 to 89% in Q4 2015 and Dublin South Central down from 60% to 53%.

Table 13: Breakdown of the number of children in care with a written care plan, Q3 - Q4 2015

Area	No in Care Sep 2015	No with a care plan Sep 2015	% with a care plan Sep 2015	No in Care Dec 2015	No with a care plan Dec 2015	% with a care plan Dec 2015	+/- Q4 vs Q3
CW/KK/ST	372	372	100%	382	382	100%	0%
GY/RN	450	450	100%	407	407	100%	0%
Mayo	128	128	100%	136	136	100%	0%
Mid West	610	603	99%	605	599	99%	0%
WD/WX	434	428	99%	447	441	99%	0%
Kerry	146	132	90%	145	143	99%	+8%

Donegal	208	205	99%	210	205	98%	-1%
Midlands	339	339	100%	371	361	97%	-3%
Louth/Meath	379	327	86%	390	363	93%	+7%
Cork	904	840	93%	899	836	93%	0%
SO/LM/WC	103	103	100%	110	102	93%	-7%
DNC	629	562	89%	625	570	91%	+2%
National	6,373	5,748	90%	6,388	5,768	90%	0%
CN/MN	168	167	99%	170	151	89%	-11%
DSE/WW	300	236	79%	306	257	84%	+5%
DSW/K/WW	469	370	79%	461	355	77%	-2%
Dublin North	334	247	74%	331	253	76%	+2%
DSC	400	239	60%	393	207	53%	-7%

2.6 Children in Respite Care from Home

- At the end of Q4 2015, 169 children were reported as being in respite care from home, 13 more than at the end of Q3 2015 (Table 14).

Table 14: Number of children in respite care from home, Jul– Dec 2015

	July 2015	Aug 2015	Sep 2015	Oct 2015	Nov 2015	Dec 2015
No of children in respite care from home	166	154	156	174	179	169

- The majority (70%; n =119/159) of children in respite care from home at the end of Q4 2015 were reported by three areas in the South; Cork (32%; n=54); Waterford/Wexford (25%; n=42); and Carlow/Kilkenny South Tipperary (14%; n=23). Five of the 16 areas where data was provided reported no children in respite care from home at the end of Q4 2015 (Table 15).

Table 15: Breakdown of children in respite care from home by area, Q3 and Q4 2015

Area	No in respite care	No in respite care	% of those in respite care Dec 15
	Sep 2015	Dec 2015	
Cork	47	54	32%
WD/WX	40	42	25%
CW/KK/ST	31	23	14%
GY/RN	9	25	15%
DSC	5	7	4%
LH/MH	10	6	4%
Kerry	4	4	2%
DSE/WW	6	3	2%
Midlands	0	2	1%
Mayo	0	2	1%
DSW/K/WW	4	1	1%
Dublin North	0	0	0%
DNC	0	0	0%
Mid West	0	0	0%

Donegal	0	0	0%
SO/LM/WC	0	0	0%
CN/MN	0	Not available	
Total	156	169	100%

2.7 Children in Care in Education

- At the end of Q4 2015, 98% (n=3,942/4,012) of children in care aged 6 to 15 years (inclusive) were in full time education; no change from Q3 2015 (Table 16).
- Eight areas reported 100% of children in care aged 6 to 15 years in full time education. All areas reported a percentage of 96% or higher (Table 16).

Table 16: Children in care, 6 -15 years, in full time education, Q3 – Q4 2015

Area	No of CIC 6-15 years Q3 2015	No of CIC 6-15 years in education Q3 2015	% of CIC 6-15 years in education Q3 2015	No of CIC 6-15 years Q4 2015	No of CIC 6-15 years in education Q4 2015	% of CIC 6-15 years in education Q4 2015	Δ(+/-) Q4 vs Q3
DSC	247	240	97%	252	242	96%	-1%
DSE/WW	201	198	99%	207	206	100%	+1%
DSW/K/WW	295	287	97%	287	278	97%	0%
Midlands	194	186	96%	188	182	97%	+1%
DNC	415	409	99%	412	407	99%	0%
Dublin North	209	200	96%	211	210	100%	+4%
LH/MH	229	214	93%	230	227	99%	+6%
CN/MN	92	92	100%	98	98	100%	0%
Cork	542	529	98%	534	517	97%	-1%
Kerry	101	101	100%	97	97	100%	0%
CW/KK/ST	237	236	100%	230	229	100%	0%
WD/WX	294	292	99%	321	313	98%	-1%
Mid West	377	373	99%	387	381	98%	-1%
GY/RN	293	293	100%	260	260	100%	0%
Mayo	94	89	95%	96	96	100%	+5%
Donegal	132	132	100%	134	131	98%	-2%
SO/LM/WC	61	61	100%	68	68	100%	0%
Total	4,013	3,932	98%	4,012	3,942	98%	0%

- For the same period, 92% (n=966/1,048) of children in care aged 16 and 17 years were in full time education; down 2% on Q3 2015 (Table 17).
- Eleven areas reported 90% or higher with one area Galway/Roscommon reporting 100% (Table 17).

Table 17: Children in care, 16 and 17 years, in full time education, Q3 – Q4 2015

Area	No of CIC 16-17 years Q3 2015	No of CIC 16-17 years in education Q3 2015	% of CIC 16-17 years in education Q3 2015	No of CIC 16-17 years Q4 2015	No of CIC 16-17 years in education Q4 2015	% of CIC 16-17 years in education Q4 2015	Δ(+/-) Q4 vs Q3
DSC	80	73	91%	73	67	92%	1%
DSE/WW	43	42	98%	44	41	93%	-5%
DSW/K/WW	96	89	93%	96	93	97%	4%
Midlands	51	47	92%	46	41	89%	-3%
DNC	93	84	90%	91	85	93%	3%
Dublin North	53	46	87%	49	43	88%	1%
LH/MH	63	61	97%	75	70	93%	-4%
CN/MN	35	32	91%	33	28	85%	-6%
Cork	158	147	93%	161	148	92%	-1%
Kerry	19	19	100%	25	24	96%	-4%
CW/KK/ST	58	56	97%	65	64	98%	1%
WD/WX	74	72	97%	78	77	99%	2%
Mid West	92	86	93%	93	74	80%	-13%
GY/RN	56	55	98%	51	51	100%	+2%
Mayo	19	19	100%	17	15	88%	-12%
Donegal	30	28	93%	29	25	86%	-7%
SO/LM/WC	22	19	86%	22	20	91%	5%
Total	1,042	975	94%	1,048	966	92%	-2%

3.0 SOCIAL WORK ACTIVITY INFORMATION

“MEASURING THE PRESSURE”

KEY AREAS OF FOCUS

- 3.1 Number of open cases
- 3.2 Number of open cases allocated / awaiting allocation
- 3.3 Cases awaiting allocation by priority level
- 3.4 Cases awaiting allocation by time waiting

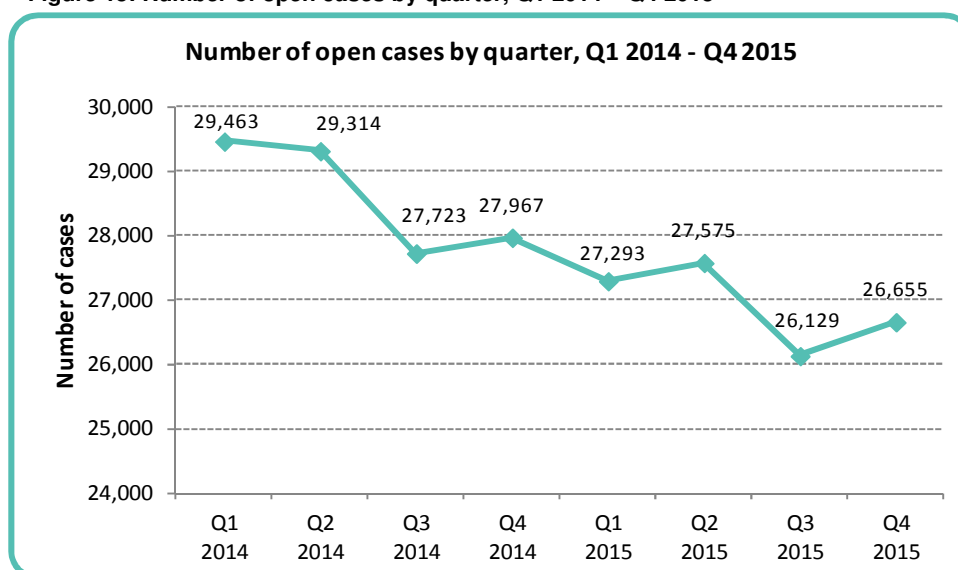
KEY FACTS

- 26,655 cases open to social work at the end of Q4 2015; up 526 from Q3 2015
- 74.8% (n=19,937) of open cases allocated to a social worker at the end of Q4 2015; up from 73.2% in Q3 2015; highest percentage allocated Q1 2014 – Q4 2015
- 6,718 cases awaiting allocation at the end of Q4 2015; 295 fewer than Q3 2015 and the fewest number for the period Q1 2014 – Q4 2015. Cases awaiting allocation down 29% (n=2,755) on Q1 2014 (n=9,473)
- 15% (n=999) of cases awaiting allocation were categorised as ‘high priority’; 4% lower than the percentage reported for Q3 2015 and the fewest number for the period Q1 2014 – Q4 2015.
- 62% (n=622/999) of cases awaiting allocation categorised as ‘high priority’ at the end of Q4 2015 were waiting less than 3 months. The number of ‘high priority’ cases waiting over 3 months dropped by 150 between Q3 2015 and Q4 2015.

3.1 Open Cases¹²

- At the end of Q4 2015, there were 26,655 cases open to social work nationally; 526 more than at the end of Q3 2015 (n=26,129) but 1,312 (5%) fewer than at the end of Q4 2014 (Figure 15).

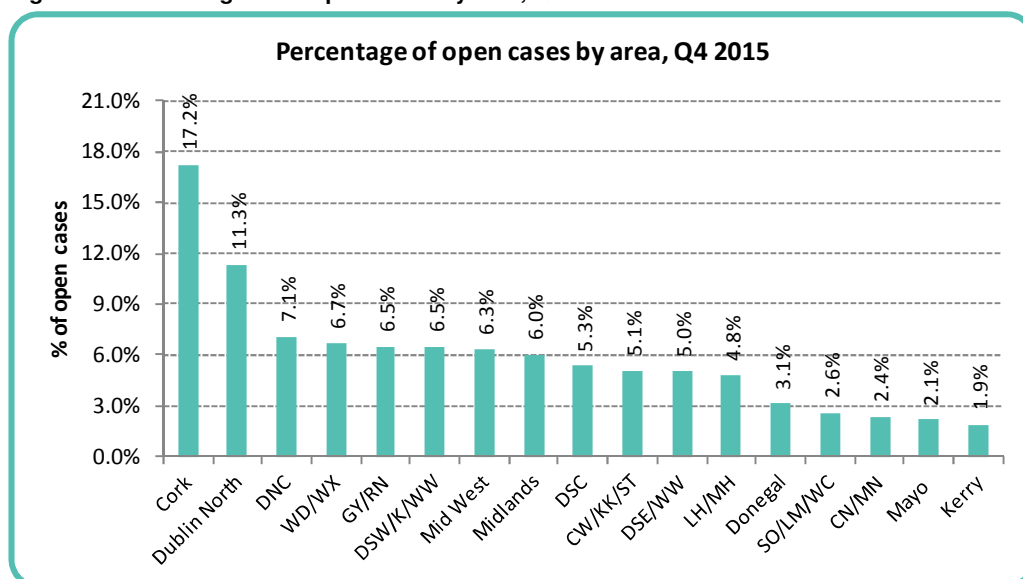
Figure 15: Number of open cases by quarter, Q1 2014 – Q4 2015



¹² Open cases include cases held on intake, allocated, unallocated child welfare and protection and children in care cases.

- The percentage of open cases nationally ranges from over 17% (n=4,590) in Cork to just under 2% (n=502) in Kerry (Figure 16). There are over 1,500 more cases open in Cork than the next highest area (Dublin North; n=3,025).

Figure 16: Percentage of all open cases by area, Q4 2015



- A breakdown of open cases by area for the four quarters Q1 2015 – Q4 2015, along with the difference between Q4 and Q3 2015 is presented in Table 18.
- Ten areas reported an increase in open cases from Q3 2015 and of these Dublin South West/Kildare/West Wicklow reported the highest increase (n=386), followed by Cork (n=200) and Galway/Roscommon (n=144). Open cases increased by 29% (n=386) in Dublin South West/Kildare/West Wicklow between Q3 and Q4 2015; the highest of all areas. This follows a 37% (n=772) decrease between Q1 and Q3 2015.
- Of the seven areas that reported a decrease between Q3 and Q4 2015, Mid West reported the highest decrease (n=105) followed by Dublin North City (n=100) and Dublin South Central (n=71) (Table 18).

Table 18: Area breakdown of open cases Q1 2015 – Q4 2015 along with change from Q3 2015

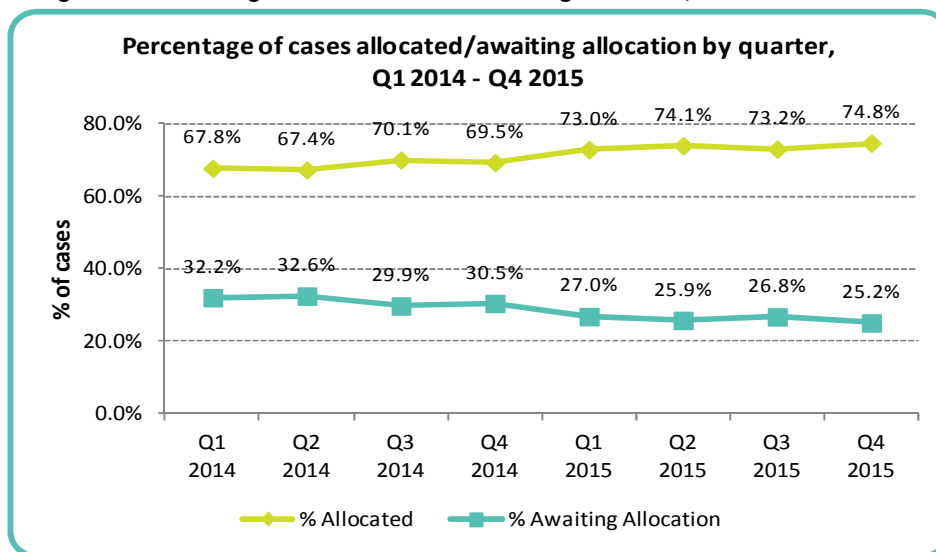
Area	Open cases Q1 2015	Open Cases Q2 2015	Open Cases Q3 2015	Open Cases Q4 2015	Δ (+/-) Q4 vs Q3
DSC	1,389	1,405	1,497	1,426	-71
DSE/WW	1,295	1,397	1,238	1,334	+96
DSW/K/WW	2,110	1,768	1,338	1,724	+386
Midlands	1,823	1,598	1,638	1,609	-29
Dublin North City	1,706	1,825	1,989	1,889	-100
Dublin North	2,556	3,026	3,017	3,025	+8
Louth/Meath	1,616	1,478	1,378	1,279	-99
Cavan/Monaghan	631	571	549	634	+85
Cork	4,349	4,517	4,390	4,590	+200
Kerry	558	624	493	502	+9
CW/KK/ST	1,797	1,959	1,307	1,358	+51
Waterford/Wexford	1,912	1,875	1,756	1,784	+28
Mid West	1,810	1,860	1,788	1,683	-105
GY/RN	1,503	1,487	1,589	1,733	+144

Mayo	566	565	614	573	-41
Donegal	862	853	886	826	-60
SO/LM/WC	810	767	662	686	+24
National	27,293	27,575	26,129	26,655	+526

3.2 Open Cases Allocated / Awaiting Allocation

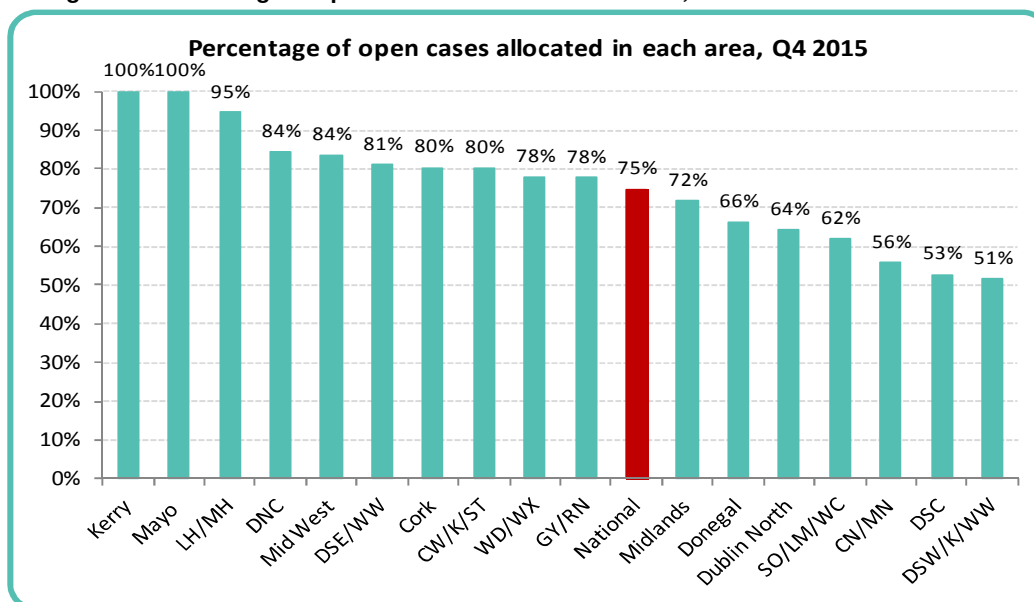
- Of the 26,655 open cases reported at the end of Q4 2015, 74.8% (n=19,937) were allocated to a social worker; up from 73.2% (19,116/26,129) in Q3 2015 (Figure 17). A total of 6,718 (25.2%) cases were awaiting allocation at the end of Q4 2015; 295 fewer than Q3 2015 (n=7,013).

Figure 17: Percentage of cases allocated/awaiting allocation, Q1 2014 – Q4 2015



- At the end of Q4 2015, the percentage open cases allocated in each area ranged from 100% in Kerry (n=502/502) and Mayo (n=573/573) to 51% in Dublin South West/Kildare/West Wicklow (887/1,724) (Figure 18). More than seven out of 10 cases were allocated at the end of Q4 2015 in 11 out of the 17 areas.

Figure 18: Percentage of open cases allocated in each area, Q4 2015



- Eleven of the 17 areas reported an increase from Q3 2015 in the percentage of open cases allocated (Table 19). The areas reporting the highest increase in percentage allocated were Louth/Meath (up 18%), followed by Dublin North City (up 7.7%), Dublin South Central (up 4.4%) and Dublin North (up 4.3%).
- Of the six areas that reported a decrease in the percentage of cases allocated, Cavan/Monaghan reported the highest at 7.9% (Table 19).

Table 19: Area breakdown of the number and % of cases allocated/awaiting allocation, Q3 2015 and Q4 2015

Area	No Allocated Q3 2015	No Awaiting Allocation Q3 2015	% Allocated Q3 2015	No Allocated Q4 2015	No Awaiting Allocation Q4 2015	% Allocated Q4 2015	Δ (+/-) Q4 vs Q3
DSC	723	774	48%	752	674	53%	+4.4%
DSE/WW	1,053	185	85%	1,080	254	81%	-4.1%
DSW/K/WW	706	632	53%	887	837	51%	-1.3%
Midlands	1,126	512	69%	1,153	456	72%	+2.9%
DNC	1,526	463	77%	1,594	295	84%	+7.7%
Dublin North	1,804	1,213	60%	1,940	1,085	64%	+4.3%
Louth/Meath	1,054	324	77%	1,209	70	95%	+18.0%
CN/MN	349	200	64%	353	281	56%	-7.9%
Cork	3,477	913	79%	3,690	900	80%	+1.2%
Kerry	484	9	98%	502	0	100%	+1.8%
CW/KK/ST	997	310	76%	1,088	270	80%	+3.8%
WD/WX	1,348	408	77%	1,392	392	78%	+1.3%
Mid West	1,544	244	86%	1,406	277	84%	-2.8%
GY/RN	1,300	289	82%	1,347	386	78%	-4.1%
Mayo	607	7	99%	573	0	100%	+1.1%
Donegal	629	257	71%	547	279	66%	-4.8%
SO/LM/WC	389	273	59%	424	262	62%	+3.0%
National	19,116	7,013	73.2%	19,937	6,718	75%	+1.6%

3.3 Cases Awaiting Allocation by Priority Level¹³

- Of the cases awaiting allocation (n=6,718) at the end of Q4 2015, 15% (n=999) were categorised as 'high priority'; 4% lower than the percentage reported for Q3 2015 (19%; n =1,305/7,013) and the fewest number for the eight quarters shown (Table 20). The number of 'high priority' cases awaiting allocation has decreased by 69% (n=2,265) since Q1 2014.
- Fifty-four per cent of cases (n=3,617) awaiting allocation at the end of Q4 2015 were categorised as 'medium priority'; up from 46% in Q3 2015, while the remaining 31% (n = 2,102) were categorised as 'low priority'; down from 35% in Q3 2015.

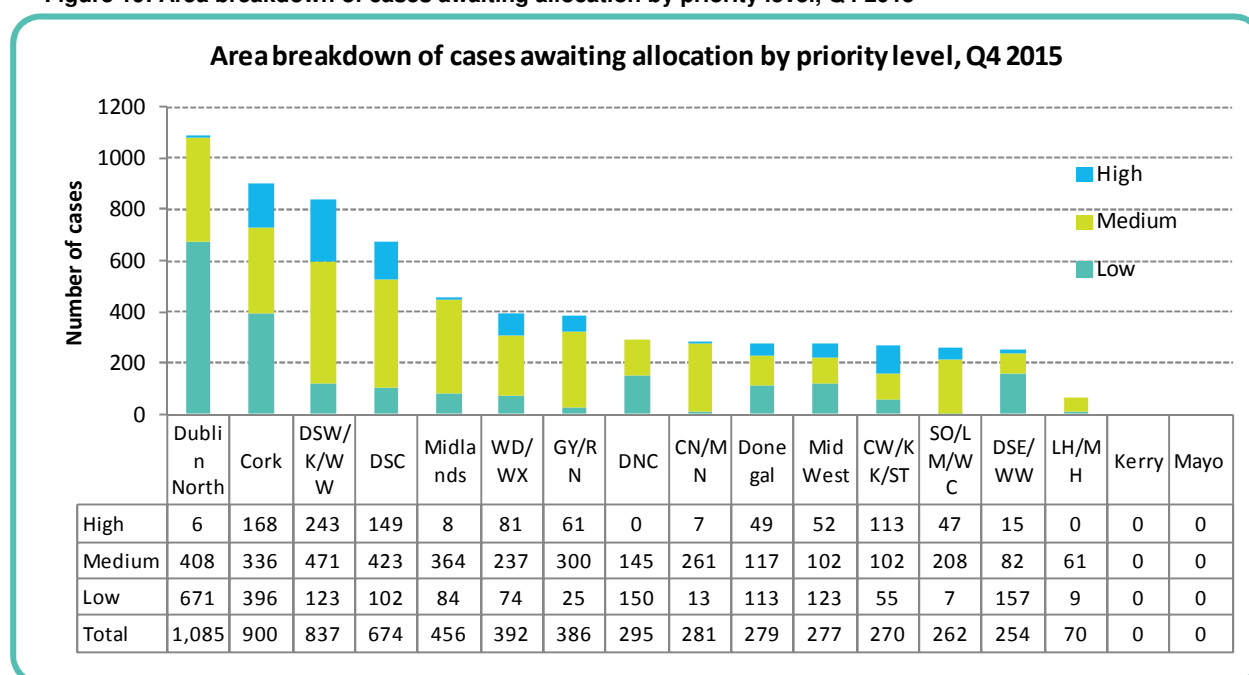
¹³ The priority level as per the guidance outlined in 'Measuring the Pressure' V2. Note: The priority levels in this guidance are currently under national review to ensure that the priority levels identified equate with categorisation of risk. A recent national review highlighted cases being categorised in accordance with actual risk rather than the priority levels in the "Measuring the Pressure" V2.

Table 20: Breakdown of service activity data, Q1 2014 – Q4 2015

	Q1 2014	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	(+/-) Q4 vs Q3
Open cases	29,463	29,314	27,723	27,967	27,293	27,575	26,129	26,655	+526
No (%) Allocated	19,990 (67.9%)	19,766 (67.4%)	19,442 (70.1%)	19,425 (69.5%)	19,926 (73%)	20,444 (74.1%)	19,116 (73.2%)	19,937 (74.8%)	+821 (+1.6%)
No (%) Awaiting Allocation	9,473 (32.1%)	9,548 (32.6%)	8,281 (29.9%)	8,542 (30.5%)	7,367 (27%)	7,131 (25.9%)	7,013 (26.8%)	6,718 (25.2%)	-295 (-1.6%)
No (%) High Priority Awaiting	3,264 (34.5%)	3,240 (33.9%)	2,743 (33.1%)	2,836 (33.2%)	1,731 (23.5%)	1,505 (21%)	1,305 (19%)	999 (15%)	-306 (-4%)
No (%) Medium Priority Awaiting	4,360 (46.0%)	4,731 (49.6)	3,956 (47.8)	4,383 (51.3%)	3,893 (52.8%)	3,375 (47%)	3,231 (46%)	3,617 (54%)	+386 (+8%)
No (%) Low Priority Awaiting	1,849 (19.5%)	1,577 (16.5%)	1,582 (19.1%)	1,323 (15.5%)	1,743 (23.7%)	2,251 (32%)	2,477 (35%)	2,102 (31%)	-375 (-4%)

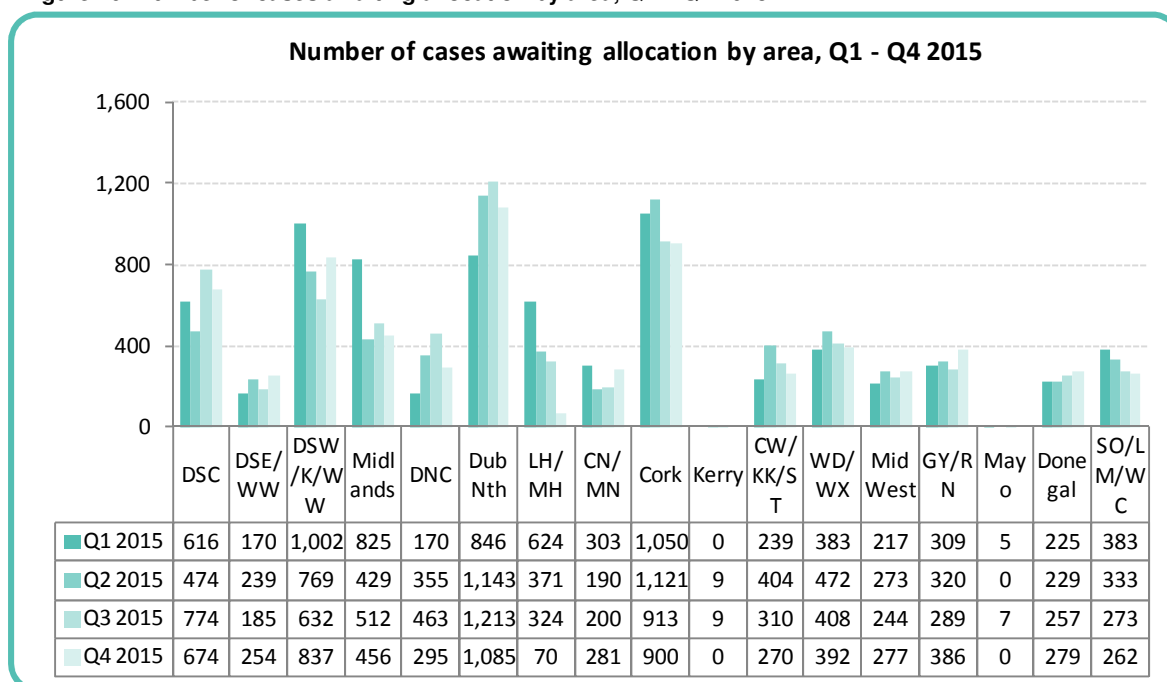
- At the end of Q4 2015, Dublin North reported the highest number of cases awaiting allocation (n = 1,085), followed by Cork (n = 900) and Dublin South West/Kildare/West Wicklow (n=837) (Figure 19). Thirteen of the 17 areas reported fewer than 500 cases awaiting allocation.
- Dublin South West/Kildare/West Wicklow reported the highest number of ‘high priority’ cases awaiting allocation (n=243/837; 29%), followed by Cork (n=168/900; 19%) and Dublin South Central (n=149/674; 22%) and Carlow/Kilkenny/South Tipperary (n=113/270; 42%). Over two-thirds (67%; 673/999) of all ‘high priority’ cases were reported by these four areas.
- Dublin South West/Kildare/West Wicklow reported the highest number of ‘medium priority’ cases (n=471/873; 54%) followed by Dublin South Central (n= 423/674; 63%) and Dublin North (408/1,085; 38%).

Figure 19: Area breakdown of cases awaiting allocation by priority level, Q4 2015



- Figure 20 shows the number of cases awaiting allocation at the end of each quarter (Q1 – Q4 2015) by area.
- Two of the 17 areas (Louth/Meath and Sligo/Leitrim/Roscommon) reported a quarter-on-quarter decrease in cases awaiting allocation (n=554 and 121 respectively). While one area (Donegal) reported a small but quarter-on-quarter increase (n=54).
- Cases awaiting allocation dropped by 89% (n= 554) between Q1 and Q4 2015 in Louth/Meath; the most significant decrease of all areas. This area now has the third fewest cases (n=70) awaiting allocation of all 17 areas.
- In contrast cases awaiting allocation in Dublin South West/Kildare/West Wicklow increased by 32% (n=205) between Q3 and Q4; this was after a 37% (n=370) decrease between Q1 and Q3.
- An additional three areas reported two consecutive decreases between Q2 and Q4, the most marked being that for Cork (n=221), followed by Carlow/Kilkenny/South Tipperary (n=134) and Waterford/Wexford (n=80). For the same period, one area (Cavan/Monaghan) reported two consecutive increases (n=91).
- The number of cases awaiting allocation in the remaining areas fluctuated from one quarter to another.

Figure 20: Number of cases awaiting allocation by area, Q1 – Q4 2015



3.4 Cases Awaiting Allocation by Waiting Time

- The majority (62%; n=622/999) of cases categorised as 'high priority' awaiting allocation at the end of Q4 2015 were waiting less than 3 months (Table 21). The number of 'high priority' cases waiting over 3 months for allocation decreased by 150 between Q3 and Q4 2015.

- Fifty-two per cent (n=1,870/3,617) of cases categorised as ‘medium priority’ awaiting allocation at the end of Q4 2015 were waiting less than 3 months. The number of ‘medium priority’ cases awaiting more than 3 months at the end of Q4 2015 was down 59 on Q3 2015 (Table 21).
- The majority (64%; n=1,354/2,102) of ‘low priority cases’ awaiting allocation at the end of Q4 2015 were waiting over 3 months; down 215 on Q3 2015 (Table 21).

Table 21: Breakdown of cases awaiting allocation by priority level and time waiting, Q1 2014 – Q4 2015

High Priority / Time Waiting	Q1 2014	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Δ (+/-) Q4 vs Q3
1 week	124	185	89	109	120	131	94	76	-18
1-2 weeks	168	184	95	138	123	119	145	111	-34
2-3 weeks	187	181	124	111	79	65	144	73	-71
3-4 weeks	251	265	233	168	107	103	82	101	19
1-2 months	580	470	406	316	249	241	148	105	-43
2-3 months	461	319	305	197	235	240	165	156	-9
>3 months	1,493	1,636	1,491	1,797	818	606	527	377	-150
Total	3,264	3,240	2,743	2,836	1,731	1,505	1,305	999	-306
Medium Priority / Time Waiting	Q1 2014	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Δ (+/-) Q4 vs Q3
1 week	86	146	54	65	227	170	94	83	-11
1-2 weeks	188	163	87	142	171	193	165	214	49
2-3 weeks	235	292	106	143	206	193	152	265	113
3-4 weeks	377	379	341	364	231	195	185	176	-9
1-2 months	533	703	659	499	524	505	378	623	245
2-3 months	524	937	866	359	927	528	451	509	58
>3 months	2,417	2,111	1,843	2,811	1,607	1,591	1,806	1,747	-59
Total	4,360	4,731	3,956	4,383	3,893	3,375	3,231	3,617	386
Low Priority / Time Waiting	Q1 2014	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Δ (+/-) Q4 vs Q3
1 week	15	40	23	34	30	32	51	16	-35
1-2 weeks	31	38	39	21	30	98	74	65	-9
2-3 weeks	55	58	54	31	32	108	86	38	-48
3-4 weeks	266	102	103	55	55	139	87	140	53
1-2 months	215	216	212	204	233	238	290	279	-11
2-3 months	293	246	203	109	662	329	320	210	-110
>3 months	974	877	948	869	701	1,307	1,569	1,354	-215
Total	1,849	1,577	1,582	1,323	1,743	2,251	2,477	2,102	-375

4.0 AFTERCARE SERVICES

KEY AREAS OF FOCUS

4.1 Young adults in receipt of an aftercare service

4.2 Children in care with an aftercare plan / allocated aftercare worker

4.3 Young adults discharged from care by reason of reaching 18 years

KEY FACTS

- 1,835 young adults (all ages) in receipt of aftercare services at the end of Q4 2015; increase of 39 on Q3 2015 (n=1,796)
- 58% (n=1,022/1,763) of young adults aged 18-22 years (inclusive) in receipt of aftercare services were in full-time education at the end of Q4 2015; no change from Q3 2015
- 5% (n=84/1,763) of young adults 18-22 years (inclusive) in receipt of aftercare services were in a residential placement
- 30% (n=314/1,048) of children in care aged 16 and 17 years had a preparation for leaving care and aftercare plan at the end of Q4 2015
- 33% (n=345/1,048) of children in care 16 and 17 years had an allocated worker at the end of Q4 2015
- 150 young adults were discharged from care by reason of reaching 18 years during Q4 2015; 97% (n =146) were eligible for an after care service and of these 84% (n=123) had an allocated aftercare worker

4.1 Young adults in receipt of aftercare services

- At the end of Q4 2015, there were 1,835 young adults (all ages i.e., 18 years and upwards and inclusive of those 25 or older) in receipt of aftercare services; an increase of 39 on Q3 2015 (n=1,796) (Table 22).
- Of the 1,835 young adults in receipt of aftercare services, 1,763 (96%) were aged **18-22 years (inclusive)** and of these 58% (n=1,022/1,763) were in full-time education; no change from Q3 2015.
- 5% (n=84/1,763) were in a residential placement (Table 22).
- Of the 1,763 young adults aged 18-22 years (inclusive) in receipt of aftercare services 1,364 (77%) were aged **18-20 years (inclusive)** (Table 22).
- Of the 1,364 young adults aged 18-20 years (inclusive) in receipt of aftercare services 60% (n= 814/1,364) were in full-time education; up 2% on Q3 2015 (Table 22).

Table 22: Breakdown of young adults in receipt of aftercare services and in fulltime education Q1 2014 – Q4 2015

	Total no. of young adults in receipt of aftercare services (all ages)	No. of 18-20 years inclusive in receipt of aftercare**	No (%) 18-20 years inclusive in receipt of aftercare in full time education	No. (%) of 18-22 years inclusive in receipt of aftercare service*	% 18-22 years inclusive in receipt of aftercare in full time education
Q4 2015	1,835	1,364	814 (60%)	1,763	1,022 (58%)
Q3 2015	1,796	1,338	781 (58%)	1,737	1,009 (58%)
Q2 2015*	1,723	1,315	774 (59%)	1,666	941 (56%)
Q1 2015	1,783	1,338	799 (60%)	1,720	1,012 (59%)
Q4 2014	1,707	1,292	761 (59%)	Not comparable – prior to Jan 2015 young adults aged 18 – 23 years inclusive were included by some areas	Not comparable – prior to Jan 2015 young adults aged 18 – 23 years inclusive were included by some areas
Q3 2014	1,714	1,313	750 (57%)		
Q2 2014	1,627	1,302	749 (58%)		
Q1 2014	1,559	1,102	662 (60%)		

* Q2 2015 data for DSW/K/WW partial.

4.2 Children in care with an aftercare plan / allocated aftercare worker

- At the end of Q4 2015, there were 1,048 children in care aged 16 and 17 years (Table 23).
- 30% (n =314/1,048) of children in care aged 16 and 17 years had a preparation for leaving care and aftercare plan at the end of Q4 2015.
- The percentage of children with a plan at the end of Q4 2015 ranged from 0% (n=0/91) in Dublin North City to 100% in Midlands (n=46/46), Kerry (n=25/25) and Mayo (17/17) (Table 23). With the exception of the four areas Kerry, Midlands, Mayo and Donegal, the percentage for all other areas was less than 50%.

Table 23: Children in care 16 and 17 years with a preparation for leaving care and aftercare plan, Q3–Q4 2015

Area	No of CIC aged 16 & 17 years Q3 2015	No with plan Q3 2015	% with plan Q3 2015	No of CIC aged 16 & 17 years Q4 2015	No with plan Q4 2015	% with plan Q4 2015
DSC	80	No data		73	6	8%
DSE/WW	43	13	30%	44	13	30%
DSW/K/WW	96	23	24%	96	32	33%
Midlands	51	51	100%	46	46	100%
DNC	93	0	0%	91	0	0%
Dublin North	53	8	15%	49	9	18%
LH/MH	63	3	5%	75	21	28%
CN/MN	35	5	14%	33	10	30%
Cork	158	56	35%	161	43	27%
Kerry	19	19	100%	25	25	100%
CW/KK/ST	58	2	3%	65	5	8%
WD/WX	74	24	32%	78	24	31%
Mid West	92	31	34%	93	38	41%
GY/RN	56	13	23%	51	3	6%
Mayo	19	19	100%	17	17	100%
Donegal	30	13	43%	29	16	55%
SO/LM/WC	22	15	68%	22	6	27%
Total	1,042	295	31%**	1,048	314	30%

** Based on areas where the number of children with a preparation for leaving care/aftercare plan was provided

- 33% (n=345/1,048) of children in care 16 and 17 years had an allocated worker at the end of Q4 2015 (Table 24).
- The percentage with an allocated aftercare worker at the end of Q4 2015 ranged from 100% in Midlands (n=55/55) and Mayo (n=17/17) to 8% in Kerry (n=2/25). Twelve of the 17 areas reported a percentage of less than 50% (Table 24).

Table 24: Children 16 and 17 years with an allocated aftercare worker, Q3 – Q4 015

Area	No of 16 & 17 years in care Q3 2015	No with allocated aftercare worker Q3 2015	% with allocated aftercare worker Q3 2015	No of 16 & 17 years in care Q4 2015	No with allocated aftercare worker Q4 2015	% with allocated aftercare worker Q4 2015
DSC	80	10	13%	73	11	15%
DSE/WW	43	28	65%	44	24	55%
DSW/K/WW	96	23	24%	96	19	20%
Midlands	51	51	100%	46	46	100%
DNC	93	19	20%	91	14	15%
Dublin North	53	16	30%	49	22	45%
LH/MH	63	22	35%	75	25	33%
CN/MN	35	5	14%	33	10	30%
Cork	158	56	35%	161	43	27%
Kerry	19	2	11%	25	2	8%
CW/KK/ST	58	1	2%	65	10	15%
WD/WX	74	24	32%	78	26	33%
Mid West	92	39	42%	93	31	33%
GY/RN	56	13	23%	51	10	20%
Mayo	19	19	100%	17	17	100%
Donegal	30	17	57%	29	16	55%
SO/LM/WC	22	17	77%	22	19	86%
Total	1,042	362	35%	1,048	345	33%

4.3 Young adults discharged from care by reason of reaching 18 years

- During Q4 2015, 150 young adults were discharged from care by reason of reaching 18 years. Of these 97% (n=146/150) were eligible for an aftercare service and 84% (n=123/146) had an allocated aftercare worker (Table 25).

Table 25: Number discharged, eligible for aftercare service and allocated aftercare worker, Q3-Q4 2015

Area	No discharged Q3 2015	No discharged eligible for aftercare Q3 2015	No with allocated aftercare worker Q3 2015	% with allocated aftercare worker Q3 2015	No discharged Q4 2015	No discharged eligible for aftercare Q4 2015	No with allocated aftercare worker Q4 2015	% with allocated aftercare worker Q4 2015
DSC	2	2	2	100%	13	12	4	33%
DSE/WW	10	10	10	100%	6	6	6	100%
DSW/K/WW	8	4	4	100%	19	19	15	79%
Midlands	23	23	23	100%	16	15	15	100%
DNC	17	17	14	82%	19	19	13	68%
Dublin North	9	9	9	100%	5	5	5	100%
LH/MH	10	10	10	100%	3	2	2	100%
CN/MN	5	5	5	100%	7	7	7	100%
Cork	16	16	15	94%	21	20	18	90%
Kerry	6	6	4	67%	2	2	1	50%
CW/KK/ST	11	11	1	9%	1	1	1	100%
WD/WX	25	25	25	100%	9	9	9	100%
Mid West	14	14	14	100%	11	11	11	100%
GY/RN	8	8	6	75%	10	10	9	90%
Mayo	2	2	2	100%	2	2	2	100%
Donegal	2	1	1	100%	4	4	3	75%
SO/LM/WC	2	2	2	100%	2	2	2	100%
Total	170	165	147	89%	150	146	123	84%

5.0 ADOPTION SERVICES

KEY AREAS OF FOCUS

5.1 Information and Tracing Service

5.2 Adoption Assessments Completed

KEY FACTS

- 592 applicants awaiting an information and tracing service at the end of Q4 2015; down 74 on Q3 2015 and the fewest number for the period Q1–Q4 2015
- 14 weeks (national average) from application to provision of non identifying information; range 0 weeks to 52 weeks
- 180 new applications to commence tracing for a searched person received during Q4 2015; down 52 on Q3 2015 and the fewest number for the period Q1–Q4 2015; 795 applications received in 2015
- 58 adoption assessments (all types) completed during Q4 2015; same as Q3 2015; 223 adoption assessments (all types) completed during 2015

5.1 Information and Tracing Service

The Agency's Adoption Information and Tracing Service oversees a broad spectrum of enquiries from a wide range of people, including adopted people, birth parents, adoptive parents, siblings of adopted people and other birth relatives and people raised in long-term foster care. The service operates on a non-statutory basis within the wider legal framework of the Adoption Acts and assists each of these categories of person with their information and tracing enquiries.

- At the end of Q4 2015, there were 592 applicants awaiting an information and tracing service; down 74 on Q3 2015 (n=666) and the fewest number for the four quarters Q1-Q4 2015 (Table 26). Applicants awaiting an information an tracing service are down 35% (n=320) on Q1 2015.
- 56% (n=332/592) of those waiting nationally, were waiting on the Cork/Kerry service which holds the majority of files. The number waiting on this particular service has dropped by 47% (n=297) since Q1 2015 (Table 26). This is the result of an improvement plan that was introduced in this area during Q1 2015.

Table 26: Number of applicants awaiting the information and tracing service, Q1 2015 – Q4 2015

Area	No waiting Q1 2015	No waiting Q2 2015	No waiting Q3 2015	No waiting Q4 2015	Δ (+/-) Q4 vs Q3
Midlands	4	7	6	0	-6
Louth/Meath/Cavan/Monaghan/Dublin/Kildare/Wicklow	143	146	137	116	-21
Cork/Kerry	629	563	369	332	-37
Carlow/Kilkenny/St Tipperary/Waterford/Wexford	73	69	61	53	-8
Midwest [#]	36	57	51	50	-1
Galway/Roscommon [#]	8	8*	22	16	-6

Mayo [#]	4	4	4	0	-4
Donegal/Sligo/Leitrim/West Cavan [#]	15	13	16	25	+9
National	912	867	666	592	-74

*Galway/Roscommon Q2 2015 – estimate based on Q1 2015 data

[#] The four areas in the West Region have not transferred into the National Adoption Service

- Nationally at the end of Q4 2015, the length of time from application (production of ID) to the provision of non identifying information was about 14 weeks; up 2 weeks from Q3 2015. The length of time from application to provision of information ranged from 0 weeks in the Midlands to 52 weeks in Galway/Roscommon (Table 27).
- The length of time from application to provision of information increased by 16 weeks between Q3 and Q4 in Galway/Roscommon. For the same period it dropped by two weeks in Midwest; no change for other areas.

Table 27: Length of time from application to the provision of non identifying information, Q1-Q4 2015

Area	Length of Time (weeks) Q1 2015	Length of Time (weeks) Q2 2015	Length of Time (weeks) Q3 2015	Length of Time (weeks) Q4 2015	Δ (+/-) Q4 vs Q3
Midlands	4	0	0	0	0
Louth/Meath/Cavan/Monaghan/Dublin/Kildare/Wicklow	3	2	2	2	0
Cork/Kerry	NA	52	12	12	0
Carlow/Kilkenny/St Tipperary/Waterford/Wexford	8	8	8	8	0
Midwest	1	30	28	26	-2
Galway/Roscommon	36	36	36	52	+16
Mayo	1	1	1	1	0
Donegal/Sligo/Leitrim/West Cavan	8	8	8	8	0
National	9	17	12	14	

- During Q4 2015, a total of 180 new applications to commence tracing for a searched person was received; down 52 on Q3 2015 and the fewest number for the four quarters Q1-Q4 2015 (Table 28). This brings to 795 the number of new applications received since the start of the year.
- The highest number of new applications for Q4 2014 was reported by Cork/Kerry (n=60; 33.3%), followed by Louth/Meath/Cavan/Monaghan/Dublin/Wicklow/Kildare (n=35; 19.4%) and Galway/Roscommon (n=34; 18.9%).

Table 28: Number of new applications to commence tracing, Q1 – Q4 2015

Area	No of new applications Q1 2015	No of new applications Q2 2015	No of new applications Q3 2015	No of new applications Q4 2015	Δ (+/-) Q4 vs Q3	Total 2015
Midlands	6	2	4	19	+15	31
Louth/Meath/Cavan/Monaghan/Dublin/Kildare/Wicklow	61	41	58	35	-23	195
Cork/Kerry	45	24	39	60	+21	168
Carlow/Kilkenny/St Tipperary/Waterford/Wexford	40	63	61	14	-47	178

Midwest	20	39	36	9	-27	104
Galway/Roscommon	1	1*	15	34	+19	51
Mayo	11	5	7	3	-4	26
Donegal/Sligo/Leitrim/We st Cavan	11	13	12	6	-6	42
National	195	188	232	180	-52	795

* Galway/Roscommon Q2 2015 – estimate based on Q1 2015 data

5.2 Adoption Assessments

- A total of 58 adoption assessments (all types) were completed during Q4 2015; no change from Q3 2015. This brings to 223 the total number of assessments (all types) completed since the start of the year. A breakdown of assessment types completed is presented in Table 29.

Table 29: Breakdown of assessments completed by type, Q1 2015 – Q4 2015

Area	No of assessments completed Q1 2015	No of assessments completed Q2 2015*	No of assessments completed Q3 2015	No of assessments completed Q4 2015	Δ (+/-) Q4 vs Q3	Total No of assessments completed Q1 – Q4 2015
Fostering to Adoption	10	13	18	24	+6	65
Inter-Country Adoption	27	27	21	17	-4	92
Domestic Adoption	3	5	6	4	-2	18
Step-parent Adoption	13	9	13	13	0	48
Total	53	54	58	58	0	223

*Q2 2015 – figures provided by one area (Galway/Roscommon) were an estimate based on Q1 2015 data

6.0 FOSTER CARERS

KEY AREAS OF FOCUS

6.1 Foster carers approved and on the Panel of Approved Foster Carers

6.2 Foster carers (relative) unapproved

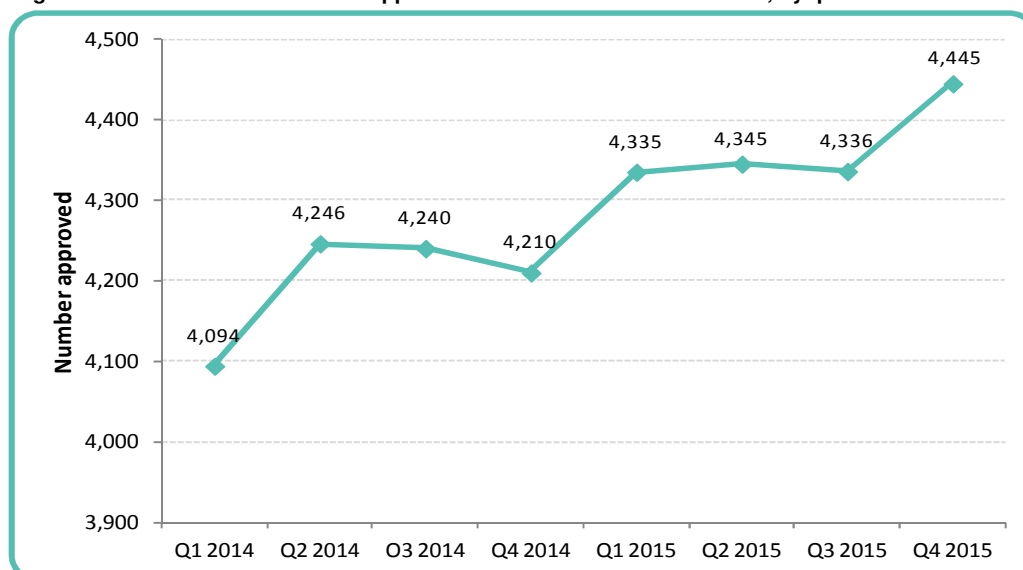
KEY FACTS

- 4,445 foster carers (all types) approved and on the Panel of Approved Foster Carers at the end of Q4 2015; up 109 on Q3 2015
- 82% (n=2,421/2,957) of general foster carers approved and on the Panel at the end of Q4 2015 had an allocated link (social) worker; up 4% on Q3 2015
- 72% (n=856/1,194) of relative foster carers approved and on the Panel at the end of Q4 2015 had an allocated link (social worker); up 2% on Q3 2015
- 380 unapproved relative foster carers at the end of Q4 2015, down 30 from Q3 2015; the fewest number for the period Q1 2014 – Q4 2015
- 327 (86%) of the unapproved relative foster carers had a child placed with them for longer than 12 weeks, 23 fewer than Q3 2015
- 64% (n=209/327) of unapproved relative foster carers with a child placed > 12 weeks had an allocated link (social) worker at the end of Q4 2015; up 6% on Q3 2015

6.1 Foster carers approved and on the Panel of Approved Foster Carers

- At the end of Q4 2015, there were 4,445 foster carers (all types) approved and on the Panel of Approved Foster Carers; up 109 on Q3 2015 (n=4,336) and the highest number for the eight quarters Q1 2014 – Q4 2015 (Figure 21).

Figure 21: Number of foster carers approved and on the Foster Care Panel, by quarter Q1 2014 – Q4 2015



- Increases were reported across all types of foster carers from Q3 2015, with the highest increase reported for general foster carers (n=63) (Table 30). Relative foster carers were up 27 and private foster carers were 19 on Q3 2015.
- Two-thirds (66%; n=2,957) of all approved foster carers are general foster carers. Relative foster carers account for a further 27% (1,194), while private foster carers account for the remaining 7% (n=294).

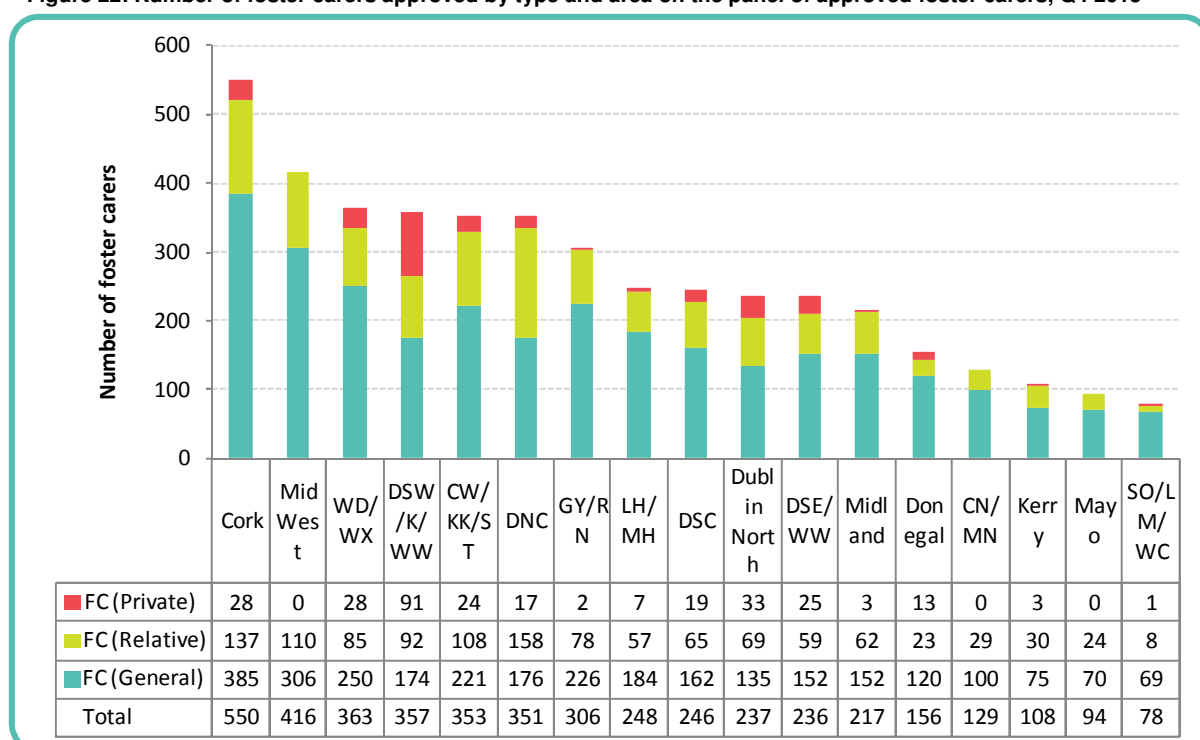
Table 30: Breakdown of approved foster carers, by type, Q1 2014 – Q4 2015

Approved Foster Carers	Q1 2014*	Q2 2014*	Q3 2014*	Q4 2014*	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Δ (+/-) Q4 2015 vs Q3 2015
General	2,812	2,885	2,886	2,880	2,896	2,890	2,894	2,957	+63
Relative	1,128	1,145	1,175	1,166	1,172	1,154	1,167	1,194	+27
Private	154	216	179	164	267	301	275	294	+19
Total	4,094	4,246	4,240	4,210	4,335	4,345	4,336	4,445	109

*Figures for 2014 should be interpreted with caution as a small number of areas did not have a mechanism in place to collate the data on private foster carers in 2014. This has been rectified for 2015.

- A breakdown of the number of foster carers approved and on the panel by type and area, at the end of Q4 2015 is presented in Figure 22. The number of foster carers approved (all types) and on the panel ranged from 550 in Cork to 78 in Sligo/Leitrim/West Cavan.
- Dublin South West/Kildare/West Wicklow had the highest number of private foster carers approved and on the panel at 91, followed by Dublin North at 33 and Waterford/Wexford and Cork both with 28.
- Three areas (MidWest, Cavan/Monaghan and Mayo) had no private foster carers approved and on the panel at the end of Q4 2015.

Figure 22: Number of foster carers approved by type and area on the panel of approved foster carers, Q4 2015



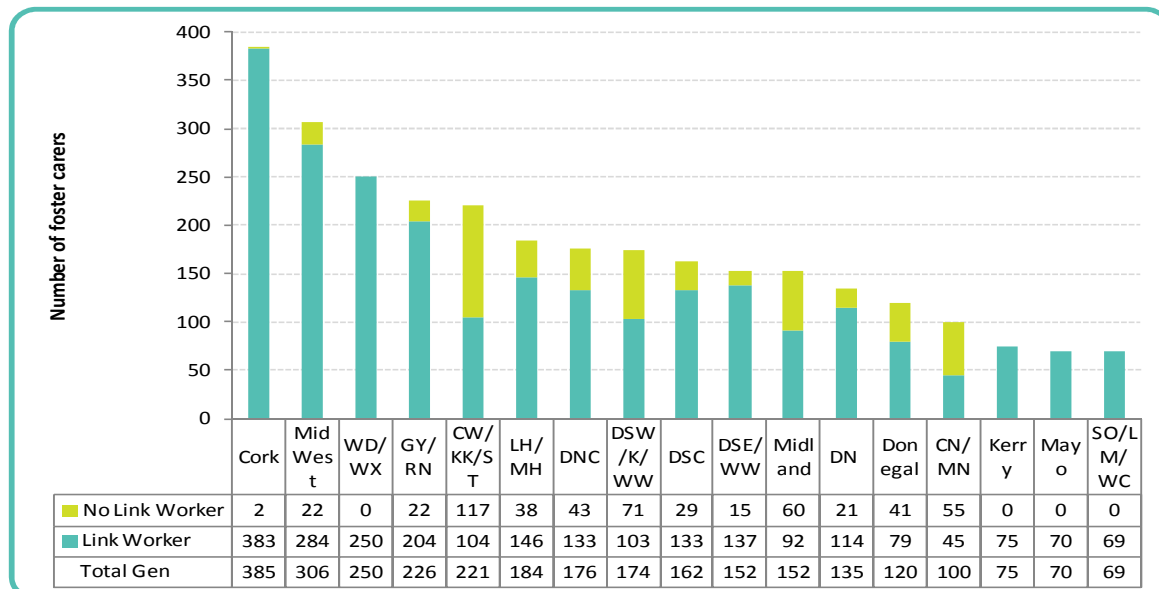
- Thirteen of the 17 areas reported an overall increase from Q3 in the number of foster carers approved and on the Panel, with the highest increase reported by Dublin South Central (n=47), followed by Donegal (n=15) and Galway/Roscommon (n=13) (Table 31).
- Of the four areas that reported a decrease in the number of foster carers approved, the highest decrease was reported by Mayo (n=11) followed by Louth/Meath (n=7) (Table 31).
- Dublin South Central and Galway/Roscommon reported the highest increase in general foster carers from Q3 2015 at 41 and 10 respectively. Sligo/Leitrim/West Cavan reported the highest increase in relative foster carers (n=8), followed by Waterford/Wexford (n=7) and Dublin North City (n=5) while Donegal reported the highest increase in private foster carers (n=13).

Table 31: Area breakdown of foster carers (all types), Q1 – Q4 2015

Area	Total Q1 2015	Total Q2 2015	Total Q3 2015	Total Q4 2015	Δ (+/-) Q4 v Q3
Dublin South Central	208	202	199	246	+47
Dublin South East Wicklow	231	232	227	236	+9
DSW/K/WW	338	351	353	357	+4
Midland	198	202	209	217	+8
Dublin North City	364	345	348	351	+3
Dublin North	232	232	229	237	+8
Louth/Meath	253	258	255	248	-7
Cavan/Monaghan	133	129	128	129	+1
Cork	550	546	549	550	+1
Kerry	106	106	106	108	+2
Carlow/Kilkenny/South Tipperary	336	351	354	353	-1
Waterford/Wexford	360	367	353	363	+10
MidWest	412	417	420	416	-4
Galway/Roscommon	290	294	293	306	+13
Mayo	103	95	105	94	-11
Donegal	150	153	141	156	+15
Sligo/Leitrim/West Cavan	71	65	67	78	+11
National	4,335	4,345	4,336	4,445	+109

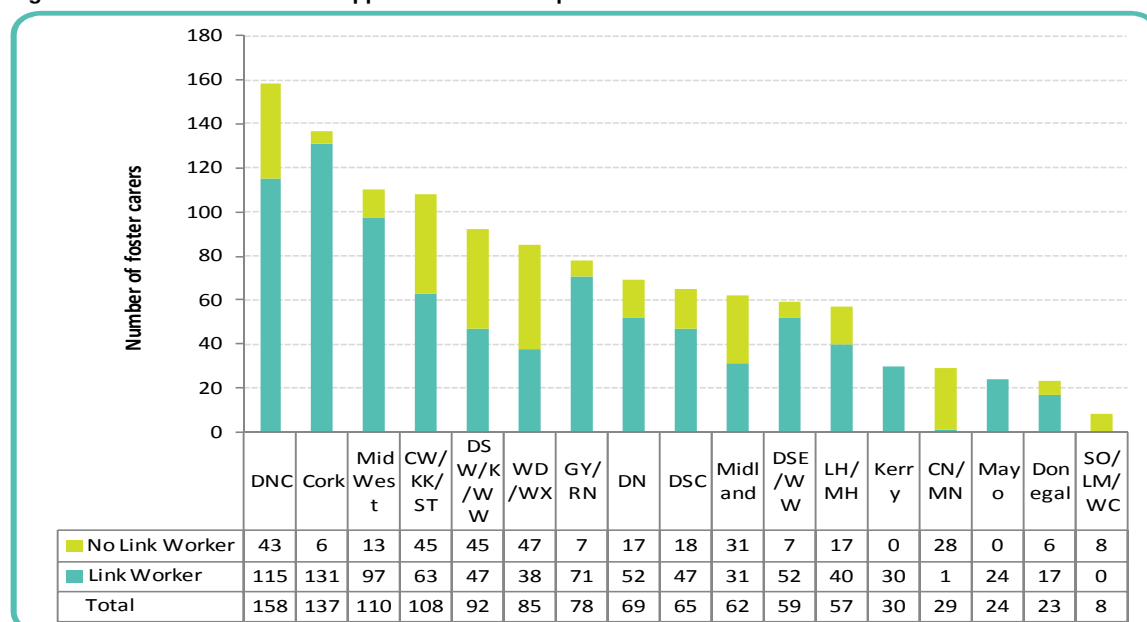
- At the end of Q4 2015, 82% (n=2,421/2,957) of general foster carers approved and on the Panel had an allocated link (social) worker; up 4% from Q3 2015 (78%; n=2,267/2894).
- The number of general foster carers approved with no link (social worker) ranged from none in Waterford/Wexford, Kerry and Mayo to 117 in Carlow/Kilkenny/South Tipperary (Figure 23). The number with no link worker in Carlow/Kilkenny/South Tipperary is up 32 on Q3 2015 while the number in Louth/Meath is down 89, the highest of all areas.
- Other areas with a high number of general foster carers approved with no link (social worker) include Dublin South West/Kildare/West Wicklow (n=71; 41%), Midlands (n=60; 39%) and Cavan/Monaghan (55; 55%) (Figure 23).

Figure 23: General foster carers approved and on the panel with/without link (social worker), Q4 2015



- For the same period 72% (n=856/1,194) of relative foster carers approved and on the panel had an allocated link (social) worker; up 2% on Q3 2015 (70%; n=812/1,167).
- The number of relative foster carers approved with no link worker ranged from none in Kerry and Mayo to 47 (55%) in Waterford/Wexford (Figure 24). Other areas with a high number of approved relative foster carers with no link worker include Carlow/Kilkenny/South Tipperary (n=45; 42%), Dublin South West Kildare/West Wicklow (n=45; 49%) and Dublin North City (n=43; 27%). Only one of the 29 approved relative foster carers in Cavan/Monaghan had a link worker at the end of Q4 2015, no change from Q3 2015 (Figure 24).
- The number of approved relative foster carers with no link work in Louth/Meath decreased by 28 from Q3 2015 (45/59); the highest decrease of all areas while the number in Carlow/Kilkenny/South Tipperary increased by 12 the highest of all areas.

Figure 24: Relative foster carers approved and on the panel with/without link Q4 2015



6.2 Foster carers (relative) unapproved

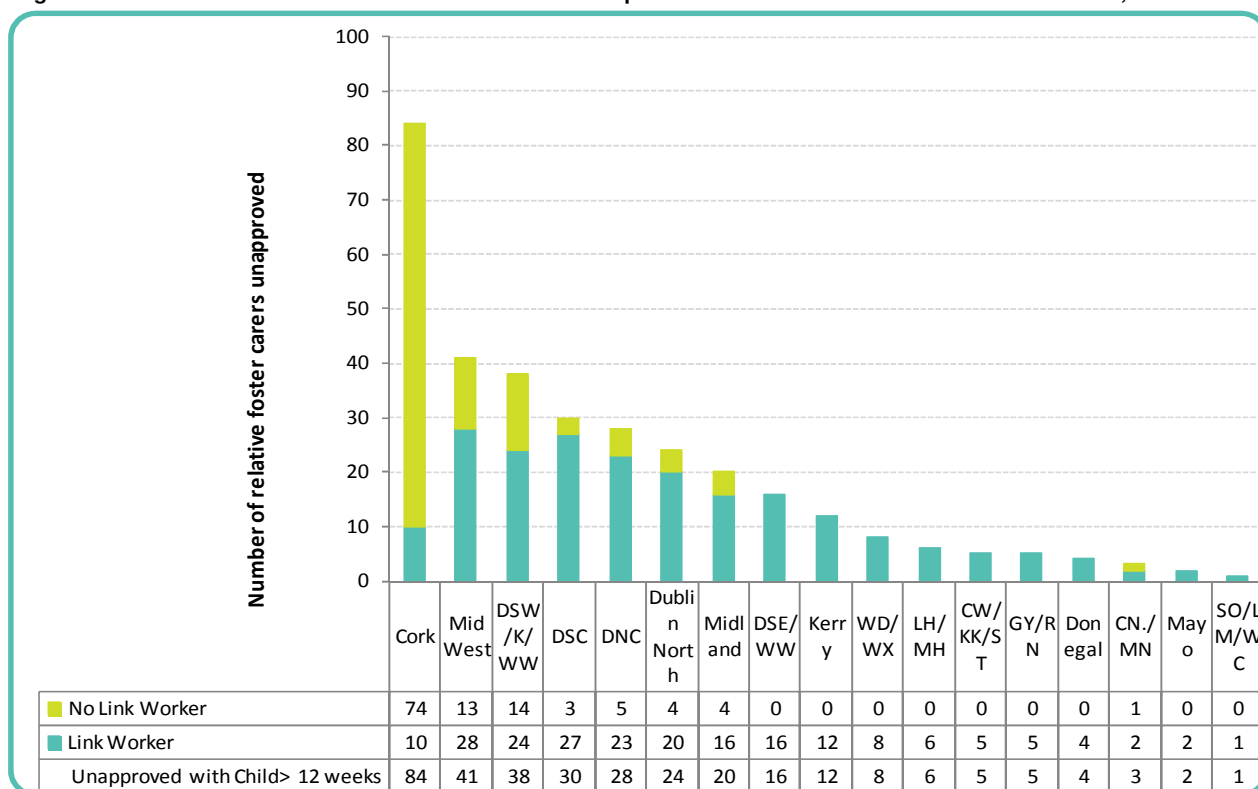
- At the end of Q4 2015, there were 380 relative foster carers that were unapproved; down 30 from Q3 2015 and the fewest number for the period Q1 2014 – Q4 2015 (Table 32).
- Of these 327 (86%) had a child placed with them for longer than 12 weeks; 23 fewer than Q3 2015 (Table 32).
- Of the 327 foster carers that had a child placed with them for > 12 weeks, 64% (n=209/327) had an allocated link (social) worker at the end of Q4 2015; up from 58% in Q3 2015.

Table 32: Breakdown of foster carers not approved, Q1 2014 – Q4 2015

Unapproved Relative Foster Carers	Q1 2014	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Δ (+/-) Q4 vs Q3 2015
No. unapproved	434	442	449	442	439	437	410	380	-30
No (%) with a child > 12 weeks	367 (85%)	383 (87%)	374 (83%)	388 (88%)	366 (83%)	368 (84%)	350 (85%)	327 (86%)	-23
Child > 12 weeks and who have a Link Worker	258 (70%)	247 (64%)	260 (70%)	223 (57%)	184 (50%)	174 (47%)	204 (58%)	209 (64%)	+5

- An area breakdown of the number of relative foster carers unapproved that had a child placed for longer than 12 weeks and had/had not a link worker at the end of Q4 2015, is presented in Figure 25.
- Cork had the highest number (n=84) of relative foster carers unapproved with a child placed for longer than 12 weeks, at the end of Q4 2015, followed by Mid West (n=41) and Dublin South West/Kildare/West Wicklow (n=38). Sligo/Leitrim/West Cavan had the fewest number (n = 1).
- In nine of the 17 areas all unapproved relative foster carers with a child for >12 weeks had a link work (Figure 25).
- Of the remaining eight areas, Cork had the highest number (n=74; 88%) of unapproved relative fosters with no link worker, followed by Dublin South West/Kildare/West Wicklow (n=14/38; 37%) and MidWest (n=13/41; 32%). The other five areas had five or fewer unapproved relative foster carers with a child >12 weeks without a link worker.

Figure 25: Relative foster carers UNAPPROVED with a child placed > 12 weeks and with/without a link worker, Q4 2015



7.0 SOCIAL WORK / RESIDENTIAL SERVICES – HR AND FINANCE DATA

KEY AREAS OF FOCUS

7.1 Social Work Staff (WTE) – Workforce position

7.2 Residential Services Staff (WTE) – Workforce position

7.3 Finance – Summary table of social work / social care related services

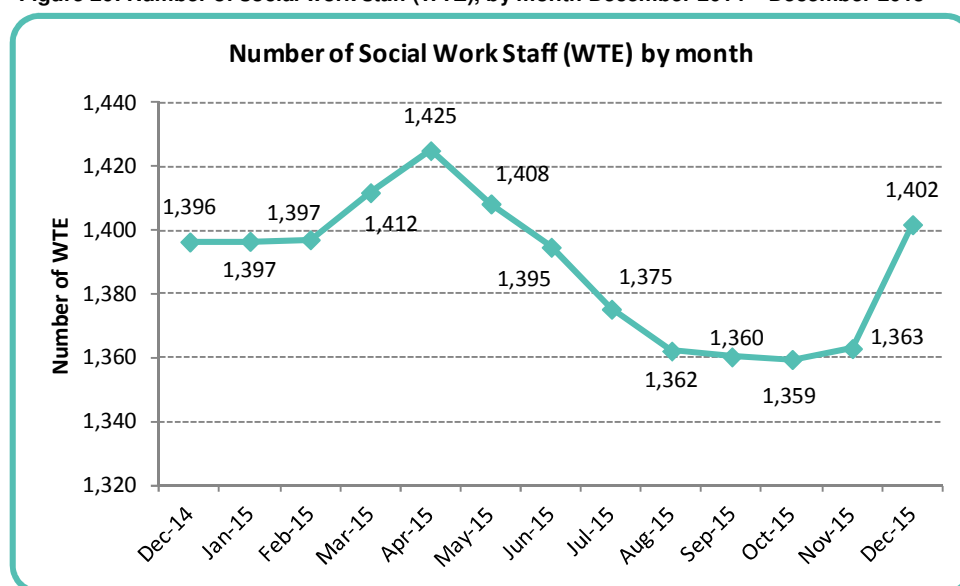
KEY FACTS

- 1,401.8 social work staff (WTE) employed (excluding agency) at the end of Q4 2015; up 41.48 on Q3 2015
- 185 agency social workers employed at the end of Q4 2015;
- 180 social workers came onto the Agency's payroll in 2015
- 330 social work posts being processed by the NRS at the end of Q4 2015
- 74 social workers on maternity at the end of Q4 2015; down six on Q3 2015
- 165 social workers left the Agency (including retirements) in 2015
- 669.96 staff (all grades) employed in Residential Services at the end of Q4 2015
- 29 staff started (came onto the Agency's payroll) with Residential Services in 2015 and 54 staff left (including retirements) Residential Services during 2015
- 31 staff in Residential Services on maternity leave at the end of Q4 2015; down 12 on Q3 2015
- 8.22% absence rate for Residential Services, Nov 2015; 0.52% higher than Q3 2015

7.1 Social Work Staff (WTE) – Workforce Position

- At the end of Q4 2015 there were 1,401.8 whole time equivalent (WTE) social work staff (all grades and excluding agency staff) employed by Tusla; an increase of 41.48 on the number reported at the end of Q3 2015 (n=1,360.32) and the highest number since April 2015 (Figure 26).
- The HR system is currently being configured to report social work staff by grades and areas worked (e.g., frontline and non-frontline services).

Figure 26: Number of social work staff (WTE), by month December 2014 – December 2015



- At the end of Q4 2015 there were 74 social workers (all grades) on maternity leave; a decrease of six on the number reported for Q3 2015 (n=80). Of these 54 (73%) were on paid maternity leave while the remainder (n=20; 27%) were on unpaid maternity leave.
- There were 185 agency social workers employed by Tusla at the end of Q4 2015, 18 more than at the end of Q3 2015.
- A total of 180 social workers started with Tusla (came onto Agency's payroll) during 2015.
- A total of 132 social workers left (i.e., career breaks, resignations) Tusla during 2015, while a further 33 social workers retired during 2015.
- At the end of Q4 2015, an additional 330 social work posts were being processed by the National Recruitment Service (NRS).
- A breakdown of the number of social workers (all grades) employed at the end of each quarter (Q1 2015 – Q4 2015) by area is presented in Table 33 along with the number of social workers on maternity leave (by region), the number of agency social work staff in place and the number of social work posts being processed at the end of December 2015.

Table 33: Breakdown of social work staff, by area Q1 –Q4 2015

Area	Social Work (WTE) Q1 2015	Social Work (WTE) Q2 2015	Social Work (WTE) Q3 2015	Social Work (WTE) Q4 2015	Δ +/- Q4 vs Q3	Social Work Maternity Leave Q4 2015	Agency Social Work Staff	SW positions being processed by NRS Q4 2015
DSC	75.36	76.85	71.33	72.9	1.57		20	26
DSE/WW	91.41	91.49	97.17	100.3	3.13		4	15
DSW/K/WW	87.35	80.83	82.38	77.69	-4.69		14	20
Midlands	78.62	77.2	72.64	76.63	3.99		17	35
Regional Services DML	28.59	26.8	25.37	26.15	0.78			7
DML	361.33	353.17	348.89	353.67	4.78	21	55	103

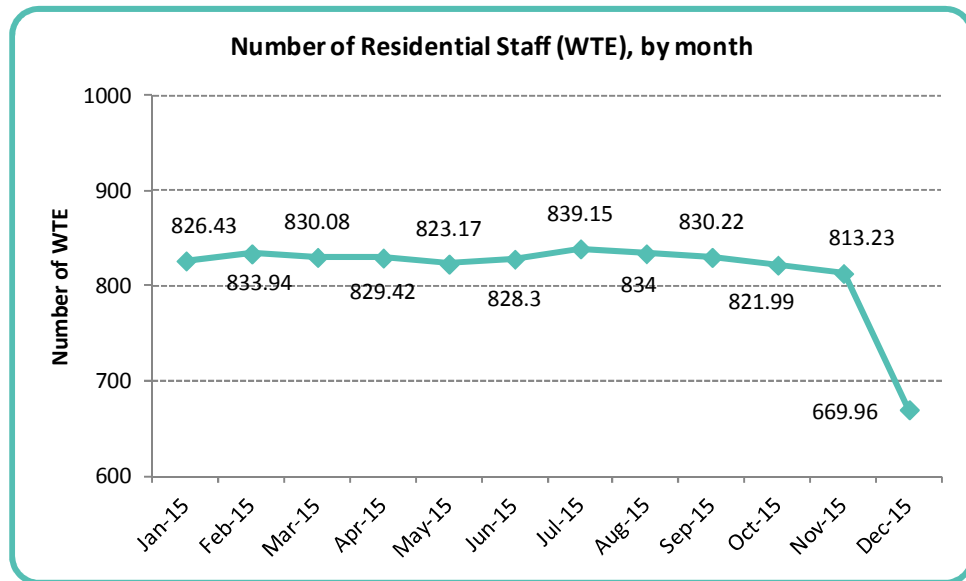
CN/MN	29.54	27.06	27.97	31.8	3.83		7	3
DNC	115.37	111.7	106.7	109.51	2.81		16	44
LH/MH	78.31	77.19	71.2	76.4	5.2		27	22
Dublin North	64.35	62.52	58.84	64.29	5.45		19	31
Regional Services DNE	42.14	36.58	36.07	38.82	2.75			
DNE	329.71	315.05	300.78	320.82	20.04	11	69	100
CW/KK/ST	60.23	59.53	57.91	59.03	1.12		8	4
Cork*	160.25	155.53	148.4	138.95	-9.45		21	33
Kerry*	16.4	17.11	17.46	40.17	22.71		2	2
WD/WX	82.91	82.08	81.19	78.62	-2.57		10	12
Regional Services South	30.84	25.4	25.13	26.51	1.38			
South	350.63	339.65	330.09	343.28	13.19	17	41	51
Donegal	55.42	55.45	54.63	52.25	-2.38		3	9
GY/RN	84.24	89.27	78.66	85.58	6.92		7	19
Mayo	36.72	35.57	37.18	37.98	0.8			
Mid West	116.33	113.6	113.39	116.31	2.92		8	29
SO/LM/WC	36.85	35.45	38.31	35.81	-2.5		2	16
Regional Services West	14.17	11.02	13.31	11.61	-1.7			3
West	343.73	340.36	335.48	339.54	4.06	24	20	76
Residential DML	4	4	3.91	4.83	0.92			
Residential DNE	5.36	5.43	4.93	3.6	-1.33			
Residential West	4.9	4.9	4.9	3.12	-1.78			
Residential South	3	3	4	5.83	1.83			
Residential Services	17.26	17.33	17.74	17.38	-0.36			
Corporate	6.7	26.14	24.34	24.11	-0.23			
Early Years Service	2.48	3	3	3	0			
Corporate	9.18	29.14	27.34	27.11	-0.23	1		
Total	1,411.84	1,394.7	1,360.32	1,401.8	41.48	74	185	330

*Q4 2014 figures for Cork and Kerry have been adjusted to account for coding error in the system i.e., 10 social workers that should have been coded to Kerry were coded to Cork in error.

7.2 Residential Services Staff (WTE) – Workforce Position

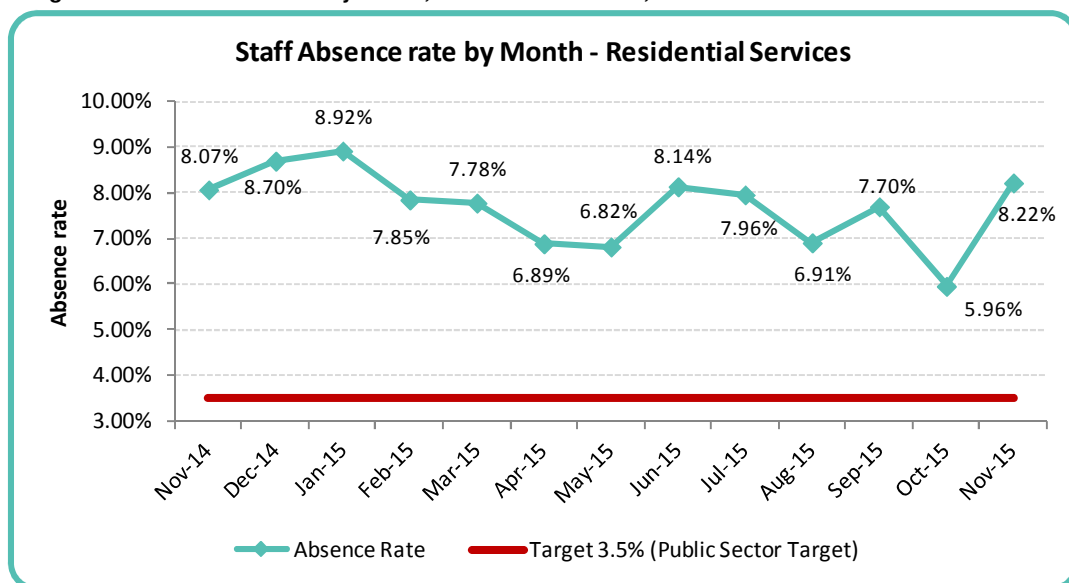
- At the end of Q4 2015 there were 669.96 WTE staff (all grades) employed in Residential Services; down 160.25 on Q3 2015 (n=830.22) and the fewest number for the 12 month period (Figure 27). *Due to a realignment of staff in residential services the figures reported for 2015 cannot be compared with 2014 figures.*

Figure 27: Number of Residential Services Staff (WTE), by month



- A total of 31 staff in Residential Services were on maternity leave at the end of Q4 2015; a decrease of 12 on the figure reported for Q3 2015 (n=43).
- A total of 29 staff started with Residential Services (came onto Tusla's payroll) in 2015.
- A total of 35 staff left (i.e., career breaks, resignations) during 2015, while a further 19 staff retired during 2015.
- At the end of November 2015¹⁴ the absence rate for Residential Services was running at 8.22%; 0.52% higher than at the end of Q3 2015 (7.7%) and 0.15% higher than the same period last year (8.07%) (Figure 28). The rate for Residential Services at the end of November 2015 was 3.11% higher than the overall rate of 5.11% for the Agency.

Figure 28: Staff absence rate by month, Residential Services, Nov 2014 – Nov 2015



¹⁴ Absence data is reported a month in arrears

7.3 Finance – Variance from Budget

- For the period year to date (Dec YTD), Residential Services was over budget by €11.720 million (Table 34).
- For the same period, private residential and foster care placements was over spent against budget by €10,950 million reflecting the increased number of children in private placements in recent months. Placement of children in private residential and foster care services is strictly controlled through a national placement process.
- Foster care and other allowances was under-spent against budget by €0.334 million

Table 34: Variance from budget December 2015 Year to Date – Social work/social care related services

	December 2015 Year To date			% Variance Act vs Budget
	Actual	Budget	Variance	
	€'000	€'000	€'000	€'000
Residential Services	147,026	135,306	11,720	9%
Private Residential and Foster Care	89,040	78,090	10,950	14%
Foster Care and Other Allowances	119,709	119,374	(334)	(0%)

8.0 FAMILY SUPPORT SERVICES

KEY AREAS OF FOCUS

8.1 Children and families referred to family support services

8.2 Children and families in receipt of family support services

KEY FACTS

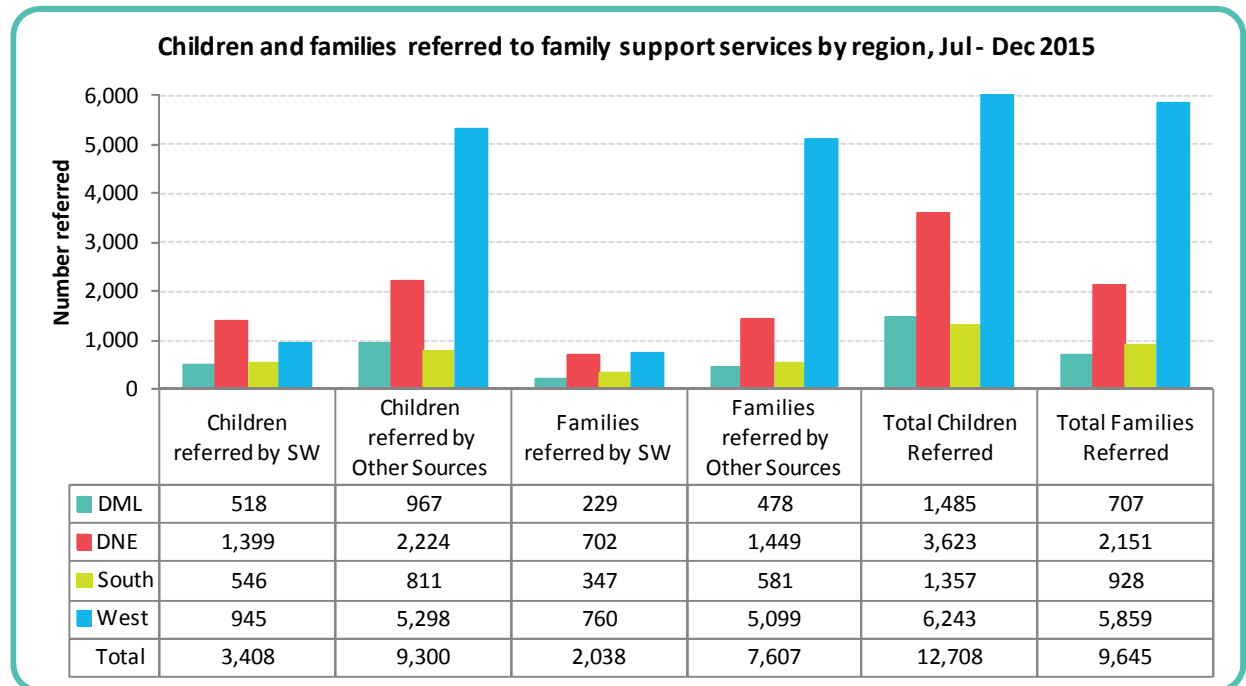
- 12,708 children and 9,645 families referred to family support services, Jul – Dec 2015 (*data provisional*). At least 23,038 children and 17,131 families referred during 2015.
- 27% (n=3,408) of children were referred by social work and 73% (n=9,300) by other sources (*data provisional*)
- 21% (n=2,038) of families were referred by social work and 79%(n=7,607) by other sources (*data provisional*)
- 20,858 children and 13,305 families in receipt of family support services at the end of December 2015 (*data provisional*)

The data presented in this section (Q3 – Q4 2015) are provisional. Data for two areas in DML (Midlands and Dublin South West/Kildare/West Wicklow) were not available at the time of writing. Data for two areas in DNE (Dublin North and Cavan/Monaghan) while included are undergoing validation and subject to change. Due to the gaps in data meaningful comparisons with data for Q1-Q2 2015 cannot be made.

8.1 Children and Families Referred to Family Support Services

- There were at least 12,708 children and 9,645 families referred to family support services between July and December 2015 (*data provisional*). This brings to at least 23,038 the number of children and 17,131 the number of families that were referred to family support services during 2015.
- 27% (n=3,408) of the children referred to family support services between July and December 2015 were referred by social work. The remaining 73% (n=9,300) were referred by other sources.
- 21% (n=2,038) of the families referred to family support services between July and December 2015 were referred by social work. The remaining 79% (n=7,607) were referred by other sources.
- A breakdown of children and families referred by region is presented in Figure 29. The highest number of children (n=6,243/12,708; 49%) and families (n=5,859/9,645; 61%) referred to family support services was reported by the West. The fewest number of children referred to family support services was reported by the South (n=1,357/12,708; 11%) and the fewest number of families referred was reported by DML (n=707/9,645; 7%) *These data should be interpreted with caution due to the gaps in the data highlighted above.*

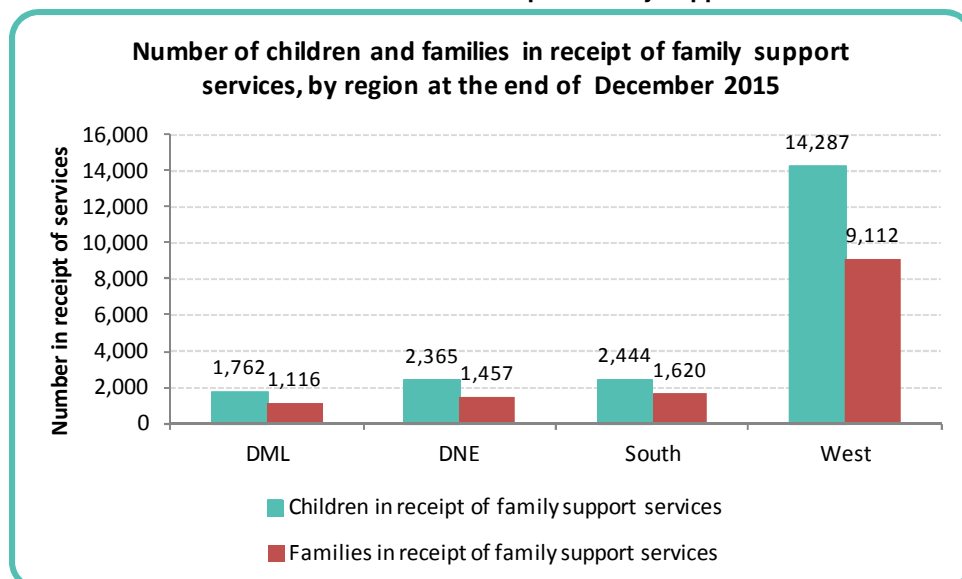
Figure 29: Children and families referred to family support services Jul - Dec 2015



8.2 Children and Families in Receipt of Family Support Services

- There were at least 20,858 children and 13,305 families in receipt of family support services at the end of December 2015 (*data provisional*).
- The highest number of children (n=14,287; 68%) in receipt of family support services was reported by the West region. The fewest number (n=1,762; 8%) was reported by DML (Figure 30).
- The highest number of families (n=9,112; 68%) in receipt of family support services was reported by the West region. The fewest number (n=1,116; 8%) was reported by DML (Figure 30).

Figure 30: Number of children and families in receipt of family support services at the end of Q4 2015



- While family support services are known to be more embedded, developed and evaluated historically in the West than in other areas, the reason(s) for the significant variation in figures between the West and the other regions is the subject of further examination.

9.0 NATIONAL EARLY YEARS INSPECTORATE

KEY AREAS OF FOCUS

9.1 New developments

9.2 Activity data

KEY FACTS

- 4,465 EYS nationally at the end of Q4 2015; fewest number for period Q1 2015 – Q4 -2015
- 22 new registrations/notifications in Q4 2015; total of 137 new registrations/notifications for 2015
- 80 services found to be closed during Q4 2015; total of 257 found to be closed during 2015
- 14% (n=644/4,465) of EYS inspected during Q4 2015; approximately 51% (n=2,303) inspected during 2015. Inspections for 2015 up 74% (n = 977) on 2014.
- 76 complaints received in respect of EYS during Q4 2015; a total of 258 received for 2015
- 0 prosecutions of EYS taken by the Agency during Q4 2015; two prosecutions taken in 2015.

9.1 New Developments

- During Q4 2015, work continued on the development of the National Early Years Inspectorate which was established on the 27 January 2015 and includes:
 - Two additional Early Years Inspectors recruited;
 - Focus on training for the Inspectorate in regard to child safety and infection control;
 - A consultative forum was established with Early Years stakeholders to engage with representatives of the Early Years sector on service developments within the reform programme;
 - A rapid response team was set up to respond to immediate inspection where risk was identified;
 - The design of a registration and inspection model is in the final stages of development.

9.2 Activity Data

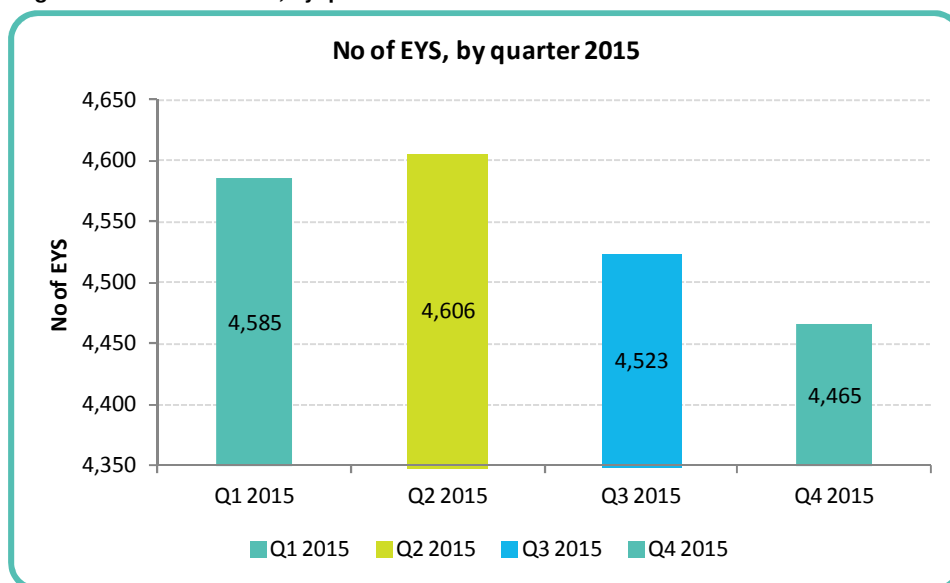
- At the end of Q4 2015, there was a total of 4,465 early years services¹⁵ (EYS) nationally; 58 fewer than Q3 2015 (n=4,523) and the fewest number for the four quarters shown (Figure 31). *These data are not comparable with data from 2014 due to the establishment of a register of EYS in Q1 2015, which has brought consistency to the counting of services. Prior to 2015, AM and PM sessions, provided by the same service provider in the same premises, were*

¹⁵ Early Years Services is an overarching term that includes Pre-School Services. The Child and Family Agency is responsible for inspecting pre-schools, play groups, nurseries, crèches, day-care and similar services which cater for children aged 0-6, under the Child Care (Pre-School Services) Regulations 2006.

* The number of EYS for Q1 2015 was revised from 4,577 to 4,585 following a validation exercise that took place in one region since publication of the Q1 2015 Integrated Performance and Activity Report.

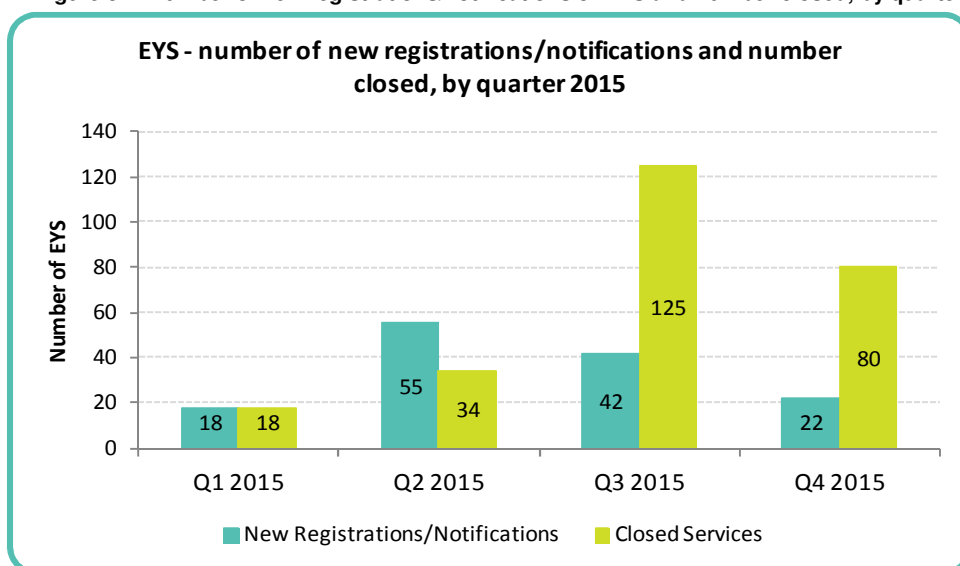
counted as two services in some areas; these services are now being counted as one service by all areas. Amalgamation of the AM and PM sessions into one service has subsequently increased the number of closures.

Figure 31: Number of EYS, by quarter 2015



- There were 22 new registrations/new notifications of EYS in Q4 2015; 20 fewer than Q3 2015 (n=42) (Figure 32). This brings to 137 the number of new registrations/notifications for 2015.
- A total 80 EYS were found to be closed during Q4 2015; 45 fewer than Q3 2015 (n=125) (Figure 32). This brings to 257 the number of EYS found to be closed during 2015. It should be noted that closure of services is found on inspection. The Inspectorate targets EYS not inspected in three or more years and on commencement of inspection a proportion of these are found to be closed. No service was de-registered by the Agency in 2015.

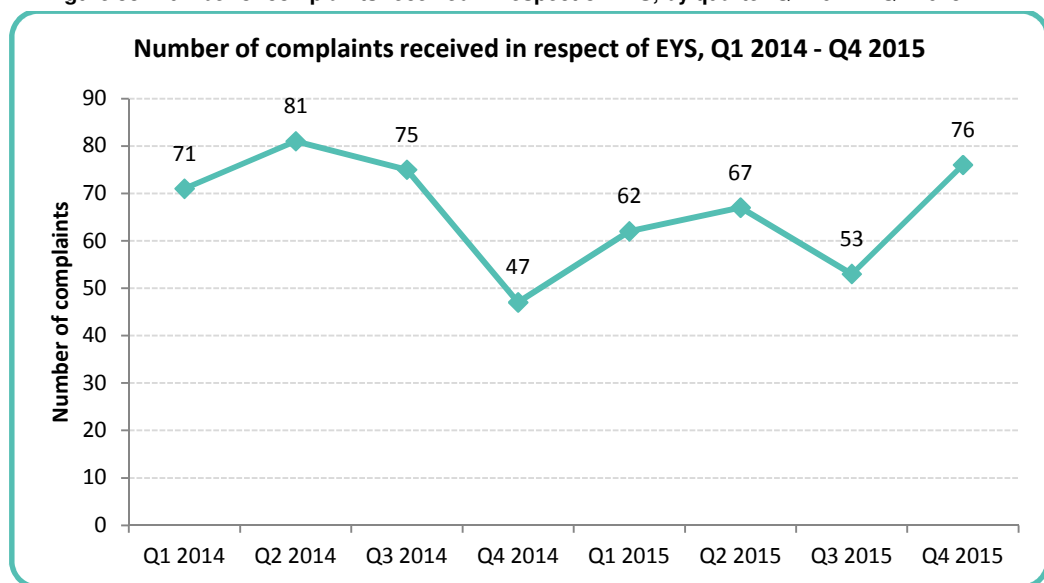
Figure 32: Number of new registrations/notifications of EYS and number closed, by quarter 2015



Note: for Q2 2015 the number of new registrations/notifications has been revised from 56 to 55 and the number of services closed revised from 33 to 34, following a validation exercise that took place in one region following publication of the Q2 Integrated performance and Activity Report

- Fourteen percent (n=644/4,465) of EYS were inspected in Q4 2015; up 3% on Q3 2015 (11%; n=508/4,523). This brings to approximately 51% (n=2,303/4,545) the percentage of services that received an inspection in 2015. *The figure 4,544 is average number of EYS over the year.*
- Inspections for 2015 were up almost 74% (n=977) on 2014 (n=1,326).
- There were no prosecutions of EYS taken by the Agency in Q4 2015. A total of two prosecutions were taken in 2015.
- 76 complaints relating to EYS were received during Q4 2015, 23 more than Q3 2015 and the highest number for the period Q1 2015 – Q4 2015. This brings to 258 the number of complaints received for 2015; 16 fewer than 2014 (Figure 33).

Figure 33: Number of complaints received in respect of EYS, by quarter Q1 2014 – Q4 2015



10.0 EDUCATIONAL WELFARE SERVICES

KEY AREAS OF FOCUS

10.1 Brief interventions / cases

10.2 School attendance notices and summonses under Section 25 of the Education (Welfare) Act 2000

10.3 Children registered as being educated in places other than recognised schools

10.4 Applications and assessments under Section 14 of the Education (Welfare) Act 2000

10.5 Educational Welfare Officers – Workforce position

10.6 Finance – Summary table of variance from budget

KEY FACTS

- 1,008 new individual children were worked with (brief interventions and cases) during Q4 2015, bringing the total number from September 2014 to December 2015 to 3,959
- 109 school attendance notices (SANs) were issued in respect of 77 children under Section 25 of the Education (Welfare) Act 2000¹ during Q4 2015. 516 SANs issued in respect of 342 children between January and December 2015.
- 38 summonses were issued in respect of 26 children under Section 25 of the Education (Welfare) Act 2000¹ during Q4 2015. 154 summonses issued in respect 102 children between January and December 2015.
- 513 children registered as being educated in places other than in recognised schools, Q4 2015. 1,531 children registered between January – December 2015; 17% (n=261) registered as home educated.
- Applications were made under Section 14 of the Education (Welfare) Act 2000, in respect of 1,048 children during Q4 2015. 1,755 applications made between January and December 2015.
- 109 assessments were carried out under Section 14 of the Education (Welfare) Act 2000 during Q4 2015. 366 assessments carried out between January and December 2015.
- 14 children refused registration January – December 2015
- 68.01 (WTE) educational welfare officers (EWOs) at the end of Q4 2015; an increase of 3.39 from Q3 2015 and highest number for the 12 month period.

10.1 Brief interventions / Cases

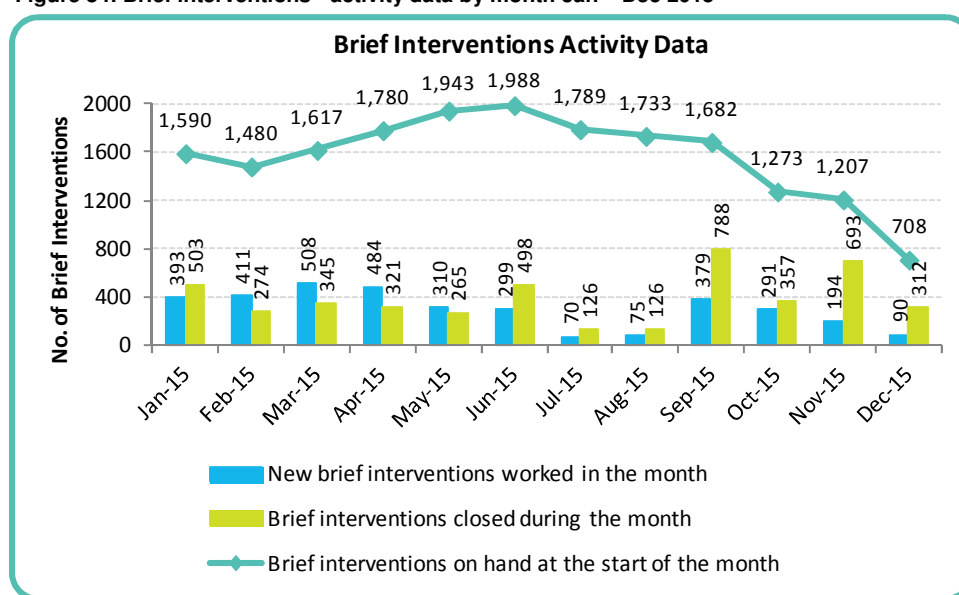
- For the 3 month period October to December 2015, the number of brief interventions¹⁶ carried forward by Educational Welfare Services (EWS) dropped month on month from

¹⁶ The statutory EWS is provided to students and parents according to need. A brief intervention is where a student requires more input to fully meet their needs than is offered through universal work. In this instance the student is targeted for extra resources or assistance through a brief intervention. For example: continued support, action or advice, to schools/families/agencies regarding individual children, about attendance/placement/educational welfare issues.

1,682 in September to 708 in December, the fewest number for the 12 month period (Figure 34).

- Similarly, the number of new brief interventions worked dropped month on month from 379 in September to 90 in December 2015. This brings to 3,504 the number of new brief interventions worked from January – December 2015.
- The number of brief interventions closed dropped from 788 in September to 312 in December 2015. This brings to 4,608 the number of brief interventions closed from January – December 2015.

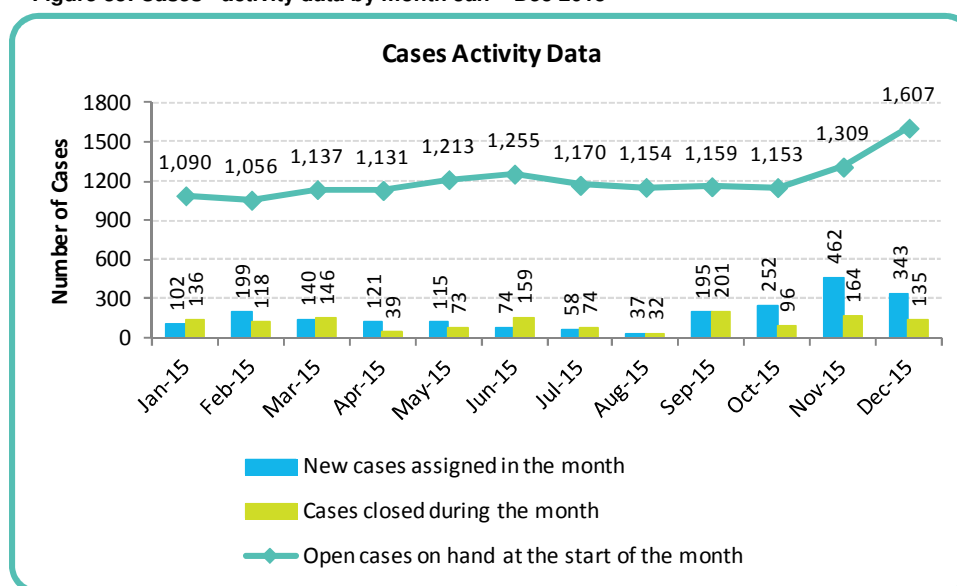
Figure 34: Brief interventions - activity data by month Jan – Dec 2015



- For the same 3 month period (Q4 2015), the number cases¹⁷ carried forward by EWS dropped slightly between September (n=1,159) and October 2015 (n=1,153), before rising to 1,607 in December 2015; the highest number for the 12-month period January – December 2015 (Figure 35).
- The number of new cases assigned increased from 195 in September to a high of 462 in November before dropping back to 343 in December 2015. This brings to 2,098 the number of new cases assigned from January – December 2015.
- The number of cases closed dropped from a high of 201 in September to 96 in October and rose to 164 in November before dropping back 135 in December 2015. This brings to 1,373 the number of cases closed from January – December 2015 (Figure 35).

¹⁷ Casework is reserved for those students with the most complex and challenging needs in relation to attendance, participation or retention and is only used when other lower level interventions (universal/brief) have been unsuccessful. The essence of planning casework is to ensure that, following an assessment, an agreed plan is in place with actions, targets and proposed outcomes which can be monitored at regular intervals.

Figure 35: Cases - activity data by month Jan – Dec 2015



- EWS worked with (brief interventions and cases) a total of 1,008 new individual children between October and December 2015 bringing the total from September 2014 to 3,959. The highest number was reported for March 2015 (n = 504) (Table 35).

Table 35: Number of new individual children worked with, Sept 2014 - Dec 2015

Metric	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Total
The total number of new individual children worked with (brief intervention and cases)	478*	321	504	501	321	267	75	63	421	356	408	244	3,959

*Figure for January 2015 is the total number of individual children worked with from Sept 2014 to Jan 2015. Figures for the remaining months are new cases worked within the month.

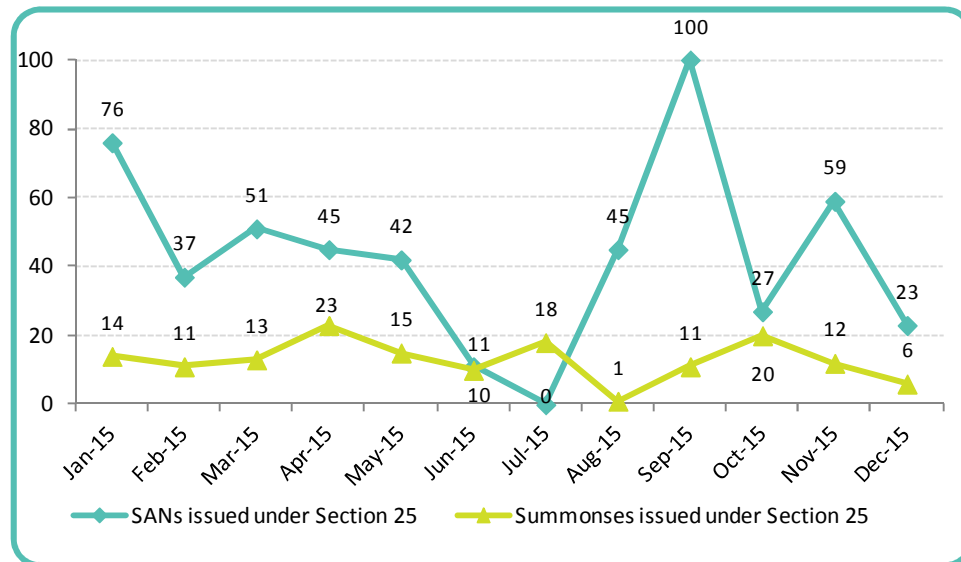
10.2 School Attendance Notices and Summonses under Section 25

- For the three month period October to December 2015, EWS issued a total of 109 school attendance notices (SANs) under Section 25 of the Education (Welfare) Act 2000¹⁸; 36 fewer than Q3 2015 (n=145) (Figure 36). The 109 attendance notices issued were in respect of 77 individual children i.e., more than one notice was issued in respect of some children.
- This brings to 516 (342 individual children) the number of SANs issued for the 12 month period January to December 2015. The highest number (n=100) of SANs was issued in September 2015.

¹⁸ Section 25 Education (Welfare) Act 2000—(1) Subject to section 17(2), the Board shall, if of opinion that a parent is failing or neglecting to cause his or her child to attend a recognised school in accordance with this Act, serve a notice (hereafter in this section referred to as a “school attendance notice”) on such parent—(a) requiring him or her on the expiration of such period as is specified in the notice, to cause his or her child named in the notice to attend such recognised school as is specified in the notice, and there to attend on each school day that the notice is in force, and (b) informing him or her that if he or she fails to comply with a requirement under paragraph (a) he or she shall be guilty of an offence.

- For the same 3 month period a total of 38 summonses were issued under Section 25 of the Education (Welfare Act) 2000 (Figure 36); eight more than Q3 2015. The summonses issued were in respect of 26 individual children i.e., more than one summons was issued in respect some children.
- This brings to 154 (102 individual children) the number of summonses issued for the 12 month period January to December 2015. The highest number (n=23) of summonses was issued in April 2015.

Figure 36: SANs and summonses issued under Section 25 Education and Welfare Act 2000, by month



- For the 3 month period October to December 2015, Educational Welfare Officers (EWOs) attended a total of 99 court cases pertaining to their own cases; 43 more than Q3 2015 and an additional 11 court cases in a supporting capacity (e.g., at the request of social work services). This brings to 396 the number of court cases attended from January – December 2015 (Table 36).
- EWOs were also in attendance at a total of 48 child protection conferences (CPC) during the Q4 2015; 29 more than Q3 2015. This brings to 223 the number CPCs attended from January – December 2015 (Table 36).

Table 36: Court cases and child protection conferences attended by Educational Welfare Officers, by month

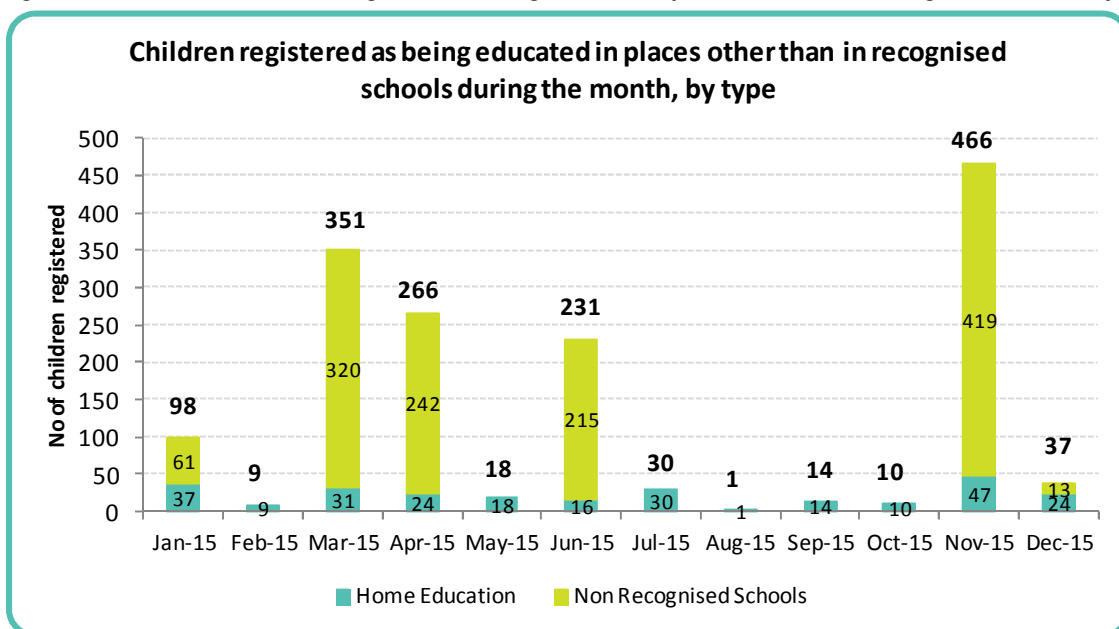
Metric	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Total
No of court cases attended where EWOs attended in relation to their own cases	31	39	11	33	51	38	7	0	49	36	26	37	358
No of other court cases where EWOs attended in support (e.g. at request of social work)	7	3	2	0	1	2	6	0	6	0	5	6	38

No of Child Protection Conferences held where an EWO was in attendance	26	25	29	23	25	28	6	3	10	11	20	17	223
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10.3 Children educated in places other than recognised schools

- During Q4 2015, a total of 513 children were registered as being educated in places other than in recognised schools. Sixteen percent (n=81) of whom were registered as being home educated (Figure 37).
- Between January and December 2015 a total of 1,531 children were registered as being educated in places other than in recognised schools. Seventeen percent (n=261/1,531) of these children were registered as being home educated.

Figure 37: Breakdown of children registered as being educated in places other than in recognised schools, by month



10.4 Applications and Assessments under Section 14

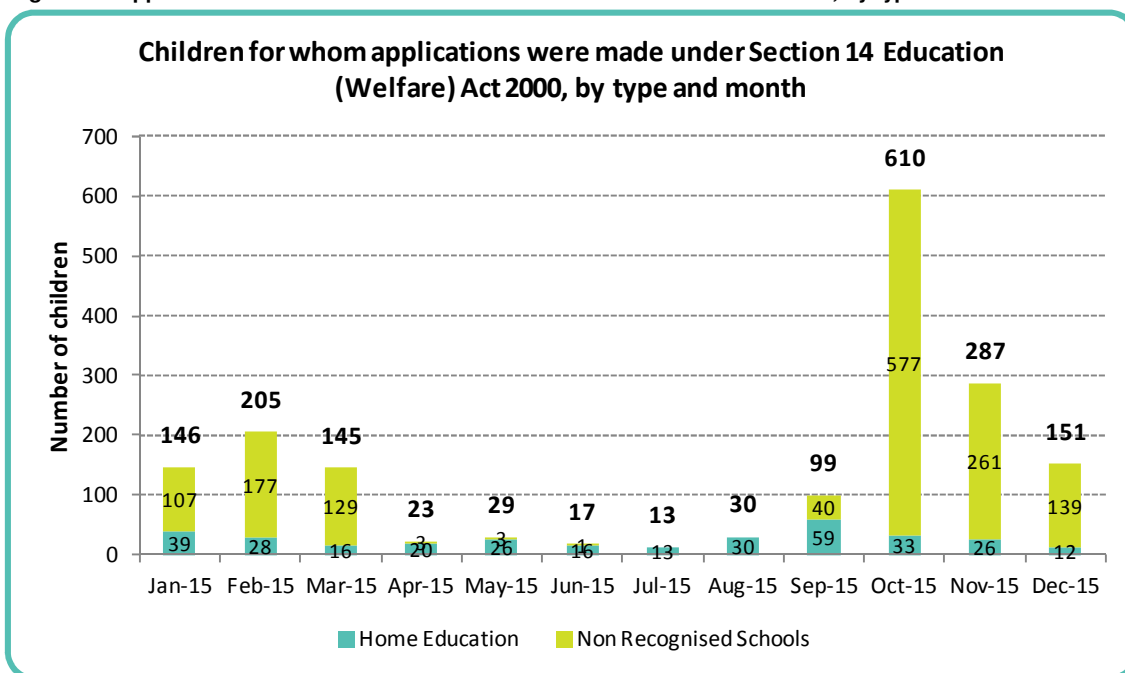
- During Q4 2015, applications were made under Section 14 of the Education (Welfare) Act 2000¹⁹ in respect of 1,048 children and of these 7% (n = 71/1,048) were in respect of home education (Figure 38).

¹⁹ Section 14 Education (Welfare) Act 2000 14.—(1) The Board shall, on the commencement of this section, cause to be established and maintained a register of all children in receipt of education in a place other than a recognised school (hereafter in this section referred to as “the register”). (2) Subject to subsection (3), where a parent chooses to educate, or have educated, his or her child in a place other than a recognised school he or she shall, in accordance with this section, apply to the Board to have the child concerned registered in the register.

(5) As soon as practicable after an application under this section is received by the Board, the Board shall, for the purpose of determining whether the child is receiving a certain minimum education, cause an authorised person to carry out, in consultation with the parent who made the application, an assessment of—...

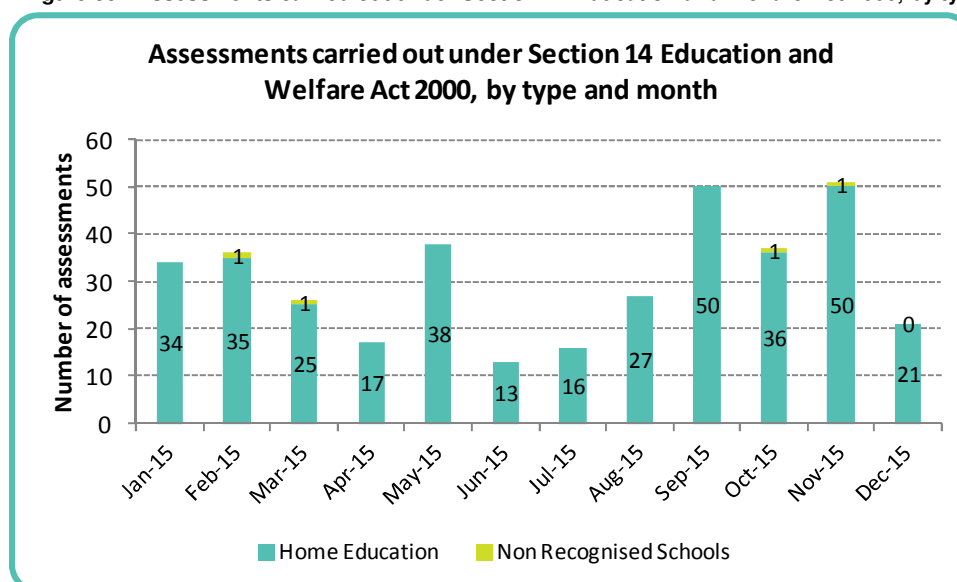
- This brings to 1,755 the number of applications that were made between January and December 2015 and of these 18% (n=318/1,755) were in respect of home education.

Figure 38: Applications made under Section 14 Educational and Welfare Act 2000, by type and month



- For the same period (Q4 2015), a total of 109 assessments were carried out under Section 14 of the Education (Welfare) Act 2000; all but two were in respect of home education (Figure 39).
- This brings to 366 the number of assessments that were carried out between January and December 2015 and of these 99% (n =362/366) were for home education.

Figure 39: Assessments carried out under Section 14 Education and Welfare Act 2000, by type and month

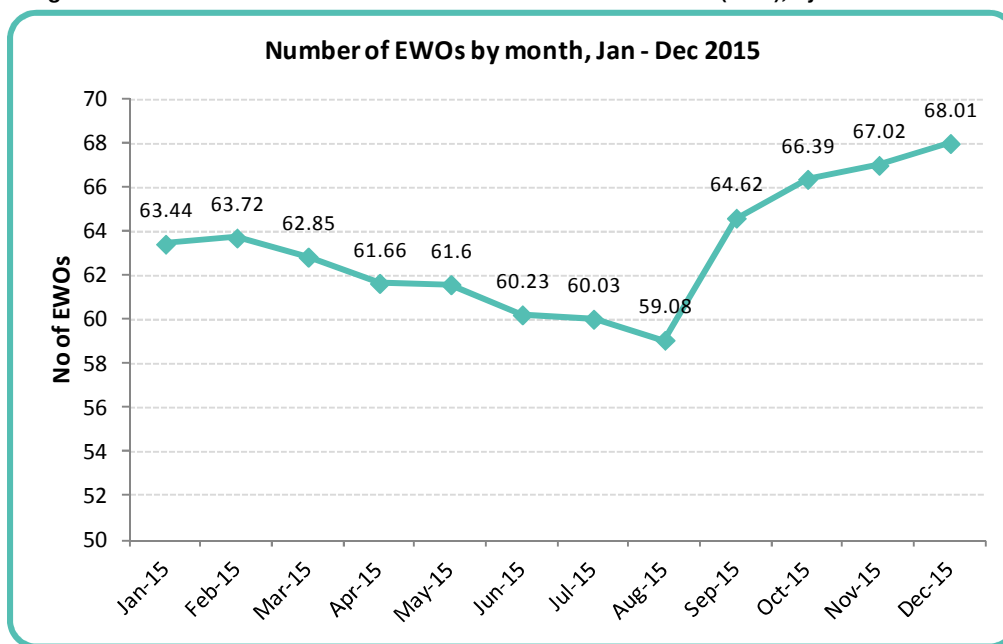


- During Q4 2015 no child was refused registration. A total of 14 children were refused registration between January and December 2015; six in respect of home education and eight in respect of non recognised schools. There were no appeals made against decisions not to register.

10.5 Educational Welfare Officers – Workforce Position

- At the end of Q4 2015 there was a total of 68.01 (WTE) educational welfare officers (EWOs); an increase of 3.39 on the Q3 2015 and the highest number for the 12 month period (Figure 40).
- A total of six EWOs started with EWS during 2015. One EWO retired and two left the Agency during the same period.

Figure 40: Breakdown of the number of educational welfare officers (WTE), by month



10.6 Finance – Variance from Budget

- For the period December 2015 YTD, Educational Welfare Services was under-spent against budget by €0.797 million (Table 37). *Data based on income and expenditure.*

Table 37: Educational Welfare Services - variance from budget December 2015 YTD

Educational Welfare Services	December 2015 Year To date			% Variance Act vs Budget
	Actual	Budget	Variance	
	€'000	€'000	€'000	€'000
Total	6,536	7,333	(797)	(11%)

11.0 QUALITY ASSURANCE

KEY AREAS OF FOCUS

11.1 Internal Inspection and Monitoring Activity

11.2 HIQA Inspections

KEY FACTS

- **91 private residential centres** registered with the Agency at the end of Q4 2015; six fewer than Q3 2015
- 7 private residential centres were due an inspection and all centres received their inspection; 51 inspections January – December 2015
- 6 private residential centres were the subject of a registration intervention in Q4; 31 centres subject to an intervention January-December 2015
- 44% (n=40/91) of individual private residential centres received a monitoring visit in Q4; 248 visits January – December 2015
- **25 voluntary residential centres** registered with the Agency at the end of Q3 2015; no change from Q3
- 3 voluntary residential centres were due an inspection during Q4 and all were inspected; 6 inspections January – December 2015
- 36% (n=9/25) of voluntary residential centres received a monitoring visit during Q4; 30 visits January – December 2015
- **37 statutory residential centres** (excluding special care) operating at the end of Q4 2015; down one from Q3 2015
- 57% (n=21/37) of individual statutory residential centres received a monitoring visit during Q4; 117 visits January – December 2015
- 9 monitoring visits to **special care centres** (n=3) during Q4 2015; 43 visits January – December 2015
- 4 monitoring visits to **foster care services** (3/17 areas) during Q4 2015; 57 visits (10/17 areas) January – December 2015. No monitors in post in Dublin North East region.

11.1 Internal Inspection and Monitoring

11.1.1 Inspection and Monitoring of Residential Centres

All children's residential centres are subject to statutory inspection. HIQA inspects and registers statutory (Child and Family Agency) children's residential centres and Tusla inspects and registers voluntary and private children's residential centres. The statutory framework which underpins this work is laid out in the Child Care (Placement of Children in Residential Care) Regulations 1995 and the Child Care (Standards in Children's Residential Centres) Regulations 1996, in addition to National Standards for Children's Residential Centres (2001). Centres are inspected in line with a 3 year registration cycle.

The Child Care (Placement of Children in Residential Care) Regulations 1995 places additional duties on the Agency to ensure compliance with the Child Care Regulations 5-16. The regulations state that an authorised person (monitoring officer) is required to visit centres from ‘time to time’ (Part III, Article 17(b)). The aim of the monitoring process is to support best practice and the provision of the highest standards of care. This duty extends to statutory centres in addition to the private and voluntary centres referred above. Special Care Centres are monitored under Article 22 of the Child Care Special Care Regulations 2004.

Private Residential Centres

- At the end of Q4 2015, there were 91 private centres registered with the Agency; six fewer than Q3 2015 (Table 38).
- Seven centres were due an inspection in Q4 2015 and all received their inspection. This brings to 51 the number of centres that were due an inspection and were inspected January – December 2015.
- Six centres were subject to a registration intervention; one more than Q3 2015. This brings to 31 the number of centres that were subject to a registration intervention January – December 2015.
- During Q4 2015 a total of 64 monitoring visits were done; no change from Q3 2015. The highest number of the visits was done in the South (42%; n=27/64). Substantially fewer were done in Dublin North East (n=10/64) and Dublin Mid Leinster (n=7/64). This brings to 248 the number of monitoring visits that were done January – December 2015.
- 44% (n=40/91) of individual centres received a monitoring visit during Q4 2015. The percentage of individual centres that received a monitoring visit ranged from 82% (n=9/11) in the West to 10% (n = 2/21) in Dublin North East.

Table 38: Private residential centres registered, inspected, monitored, by region and quarter 2015

Private Residential Centres	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Δ (+/-) Q4 vs Q3
Number registered at end of quarter	DML = 21 DNE = 33 South = 17 West = 11 Total = 82	DML = 21 DNE = 33 South = 24 West = 11 Total = 89	DML = 21 DNE = 33 South = 32 West = 11 Total = 97	DML = 21 DNE = 33 South = 26 West = 11 Total = 91	DML = 0 DNE = 0 South = -6 West = 0 Total = -6
No due an inspection during quarter	DML = 4 DNE = 4 South = 12 West = 2 Total = 22	DML = 2 DNE = 2 South = 5 West = 2 Total = 11	DML = 4 DNE = 3 South = 4 West = 0 Total = 11	DML = 0 DNE = 3 South = 3 West = 1 Total = 7	DML = -4 DNE = 0 South = -1 West = +1 Total = -4
No (%) inspected during the quarter	DML = 4 (100%) DNE = 4 (100%) South = 12 (100%) West = 2 (100%)	DML = 2 (100%) DNE = 2 (100%) South = 5 (100%) West = 2 (100%)	DML = 4 (100%) DNE = 3 (100%) South = 4 (100%)	DNE = 3 (100%) South = 3 (100%) West = 1 (100%)	

	Total = 22 (100%)	Total = 11(100%)	Total = 11 (100%)	Total = 7 (100%)	
No subject to a registration intervention	DML = 6 DNE = 5 South = 0 West = 1 Total = 12	DML = 3 DNE = 5 South = 0 West = 0 Total = 8	DML = 1 DNE = 2 South = 2 West = 0 Total = 5	DML = 0 DNE = 1 South = 5 West = 0 Total = 6	DML = -1 DNE = -1 South = +3 West = -0 Total = +1
Total number of monitoring visits during the quarter	DML = 2 DNE = 9 South = 20 West = 24 Total = 55	DML = 1 DNE = 2 South = 37 West = 25 Total = 65	DML = 6 DNE = 5 South = 30 West = 23 Total = 64	DML = 7 DNE = 10 South = 27 West = 20 Total = 64	DML = +1 DNE = +5 South = -3 West = -3 Total = 0
No (%) of individual centres that were visiting during the quarter	DML = 3 (14%) DNE = 9 (27%) South = 14 (82%) West = 11 (100%) Total = 37 (45%)	DML = 1 (5%) DNE = 2 (6%) South = 22 (92%) West = 11(100%) Total = 36 (40%)	DML = 6 (29%) DNE = 5 (15%) South = 24 (75%) West = 9 (82%) Total = 44 (45%)	DML = 2 (10%) DNE = 10 (30%) South = 19 (73%) West = 9 (82%) Total = 40 (44%)	DML = -4 DNE = +5 South = -5 West = 0 Total = -4

Voluntary Residential Centres

- At the end of Q4 2015, there were 25 voluntary centres registered with the Agency; no change from Q3 2015 (Table 39).
- Three centres were due an inspection in Q4 2015 and all received their inspection. This brings to six the number that were due an inspection and were inspected January – December 2015.
- No centres were subject to a registration intervention during Q4 2015. This brings to one the number of centres that were subject to a registration intervention January – December 2015.
- During Q4 2015 a total of nine monitoring visits were done; four more than Q3 2015. This brings to 30 the number of monitoring visits that were done January – December 2015.
- 36% (n=9/25) of individual centres received a monitoring visit during Q4 2015.

Table 39: Voluntary residential centres registered, inspected, monitored by region and quarter 2015

Voluntary Centres	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Δ (+/-) Q4 vs Q3
Number registered at end of quarter	DML = 7 DNE = 13 South = 5 West = No voluntary centres Total = 25	DML = 7 DNE = 13 South = 5 West = No voluntary centres Total = 25	DML = 7 DNE = 13 South = 5 West = No voluntary centres Total = 25	DML = 7 DNE = 13 South = 5 West = No voluntary centres Total = 25	DML = 0 DNE = 0 South = 0 West = 0 Total = 0
No due an inspection during quarter	DML = 0 DNE = 1 South = 2	DML = 0 DNE = 0 South = 0	DML = 0 DNE = 0 South = 0	DML = 2 DNE = 1 South = 0	DML = +2 DNE = +1 South = 0

	Total = 3	Total = 0	Total = 0	Total = 3	Total = +3
No (%) inspected during the quarter	DNE = 1 (100%) South = 2 (100%) Total = 3 (100%)			DML = 2 (100%) DNE = 1 (100%) Total = 3 (100%)	
No subject to a registration intervention	DML = 0 DNE = 1 South = 0 Total = 1	DML = 0 DNE = 0 South = 0 Total = 0	DML = 0 DNE = 0 South = 0 Total = 0	DML = 0 DNE = 0 South = 0 Total = 0	DML = 0 DNE = 0 South = 0 Total = 0
Total number of monitoring visits during the quarter	DML = 1 DNE = 1 South = 7 Total = 9	DML = 2 DNE = 1 South = 4 Total = 7	DML = 0 DNE = 3 South = 2 Total = 5	DML = 3 DNE = 3 South = 3 Total = 9	DML = +3 DNE = 0 South = +1 Total = +4
No (%) of individual centres that were visiting during the quarter	DML = 1 (14%) DNE = 1 (8%) South = 5 (100%) Total = 7 (28%)	DML = 2 (29%) DNE = 1 (8%) South = 3 (60%) Total = 6 (24%)	DML = 0 (0%) DNE = 3 (23%) South = 2 (40%) Total = 5 (20%)	DML = 3 (43%) DNE = 3 (23%) South = 3 (60%) Total = 9 (36%)	DML = +3 DNE = 0 South = +1 Total = +4

Statutory Residential Centres

- At the end of Q4 2015, there were 37 statutory residential centres (excluding special care centres) operating; down one from Q3 2015 (Table 40).
- During Q4 2015 a total of 28 monitoring visits were done; one more than Q3 2015. The highest number of the visits was done in the South (46%; n=13/28) followed by the West (32%; n=9/28). This brings to 117 the number of monitoring visits that were done January – December 2015.
- 57% (n=21/37) of individual centres received a monitoring visit during Q4 2015.

Table 40: Statutory residential centres monitored by region and quarter 2015

Statutory Centres	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Δ (+/-) Q4 vs Q3
Number registered at end of quarter	DML = 9 DNE = 12 South = 16 West = 7* Total = 44	DML = 9 DNE = 12 South = 16 West = 7* Total = 44	DML = 9 DNE = 12 South = 12 West = 5 Total = 38	DML = 9 DNE = 11 South = 12 West = 5 Total = 37	DML = 0 DNE = -1 South = 0 West = -0 Total = -1
Total number of monitoring visits during the quarter	DML = 0 DNE = 1 South = 14 West = 13 Total = 28	DML = 0 DNE = 2 South = 17 West = 15 Total = 34	DML = 6 DNE = 2 South = 10 West = 9 Total = 27	DML = 4 DNE = 2 South = 13 West = 9 Total = 28	DML = -2 DNE = 0 South = +3 West = 0 Total = +1
No (%) of individual centres that were visiting	DML = 0 DNE = 1 (8%) South = 14 (88%)	DML = 0 DNE = 2 (17%) South = 11 (69%)	DML = 6 (67%) DNE = 2 (17%) South = 11 (92%)	DML = 4 (44%) DNE = 2 (18%) South = 11 (92%)	DML = -2 DNE = 0 South = 0

during the quarter	West = 7 (100%) Total = 22 (50%)	West = 7 (100%) Total = 20 (45%)	West = 5 (100%) Total = 24 (63%)	West = 4 (80%) Total = 21 (75%)	West = -1 Total = -3
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*Two of the seven centres have a very specific purpose and function and do not operate as mainstream residential centres.

Special Care Centres

- During Q4 2015 a total of nine monitoring visits to special care centres were done; one fewer than Q3 2015 (Table 41). This brings to 43 the number of monitoring visits that were done January – December 2015.

Table 41: Special care centres - monitoring visits by centre and quarter, 2015

Special Care	Q1 2015	Q2 2015	Q3 2015	Q4 2015
Total number of monitoring visits during the quarter	Ballydowd = 3 Coovagh = 4 Gleann Alainn = 2 Total = 9	Ballydowd = 5 Coovagh = 2 Gleann Alainn = 8 Total = 15	Ballydowd = 4 Coovagh = 1 Gleann Alainn = 5 Total = 10	Ballydowd = 2 Coovagh = 3 Gleann Alainn = 4 Total = 9

Foster Care

- During Q4 2015 a total of four monitoring visits of foster care services were carried out; 16 fewer than Q3 2015. The Q4 2015 monitoring visits took place across three of the 17 areas (Waterford/Wexford, Kerry, and MidWest) (Table 42). This brings to 57 the total number of monitoring visits that were done January – December 2015.

Table 42: Foster care services - number of monitoring visits by area and quarter, 2015

Area	No of monitoring visits Q1 2015	No of monitoring visits Q2 2015	No of monitoring visits Q3 2015	No of monitoring visits Q4 2015	Total no of monitoring visits 2015
DSC	0	0	0	0	0
DSE/WW	0	0	0	0	0
DSW/K/WW*	0	0	0	0	0
Midlands	0	4	4	0	8
DNC	3	3	1	0*	7
Dublin North	1	1	1	0*	3
LH/MH	1	1	1	0*	3
CN/MN	1	1	1	0*	3
Cork	1	1	0	0	2
Kerry	0	0	0	1	1
CW/KK/ST	1	0	1	0	2
WD/WX	3	1	2	1	7
Mid West	4	6	9	2	21
GY/RN	0	0	0	0	0
Mayo	0	0	0	0	0
Donegal	0	0	0	0	0
SO/LM/WC	0	0	0	0	0
Total	15	18	20	4	57

Note: there are no monitors in post in the DNE region (Dublin North, Dublin North City, Cavan/Monaghan, Louth/Meath).

11.2 HIQA Inspections

- The Health Information and Quality Authority (HIQA) published 10 inspection reports in Q4 2015 as follows:
 - Foster Care Services (n = 2)
 - Children's Residential Centres (n = 5)
 - Special Care Unit (n = 3)
- Monitoring inspections assess continuing compliance with the Standards for the service type (e.g., child protection and welfare, residential etc.) and can be announced or unannounced. On completion of the inspection, services are provided with the findings of the inspection and action plans are developed to address areas for improvement identified. The inspection reports and action plans are published on the HIQA website.
- The inspection reports set out the findings of monitoring inspections against themes which generally encompass the following or various elements of these:
 - Child Centred Services
 - Safe and Effective Services
 - Leadership, Governance and Management
 - Use of Resources
 - Workforce
 - Use of Information
- The summary of judgments and summary of findings against the standards assessed for each of the services that had an inspection report published by HIQA in Q4 2015 are presented in below:

11.2.1 Foster Care Services

➤ Summary of Judgments

Table 43: Foster Care Services, HIQA Inspections Summary Judgments

FOSTER CARE SERVICES					
National Standards for Foster Care, DOHC 2013					
Services Inspected	Summary of Judgments				
	No of Standards Assessed	Exceeds Standard	Meets Standard	Requires Improvement	Significant Risk Identified
Cavan/Monaghan	26 (Announced/Full)	0	6	18	2
Galway/Roscommon	26 (Announced/Full)	2	4	20	0

➤ Summary of Findings

Cavan/Monaghan (Inspected June/July 2015)

The report finds a service that was not delivered in a sufficiently planned and well resourced manner, despite having an effective governance structure with clear lines of authority and

accountability. It found a service that was provided by a skilled staff team who were well supported by regular supervision, but there were insufficient staff in place to deliver a safe and effective service. There were formal systems in place to manage risk but the service presented a number of significant risks which had implications for the delivery of a safe and effective service. A number of assurances regarding the well-being of individual children were sought from the area manager by inspectors during the inspection. These assurances were appropriately submitted to the Authority.

The report refers to the rights of children being respected and promoted, but they were not aware of how to access their personal information and were not fully consulted about decisions affecting their lives. The service was found to value diversity but the needs of children with a disability were not consistently addressed through effective multi-disciplinary planning.

Other deficits and areas requiring improvement included: the matching process; assessment, support, supervision and review of foster carers; timely access to specialist services; aftercare for children with disabilities; management and investigation of specific concerns about foster carers; maintenance of health records; management of complaints; an internal quality assurance system; compliance of the foster care committee with national guidance and standards and strategies for the recruitment and retention of foster carers.

Notwithstanding, the inspection found good practice in a number of areas and elements of the service that were delivered in an effective manner. All children in care had a social worker and care plan and in general were visited in line with regulations. Children were found to be cared for with affection and their welfare promoted. Foster care assessments were found to be of good quality. Children's primary healthcare needs were met and their educational needs given high priority.

Galway/Roscommon (Inspected June 2015)

The report finds a service that was well managed. It states that overall, children were provided with a safe foster care service. The standard of social work practice was found to be good and staff felt well supervised and supported. Children's wishes were said to be respected and there was evidence that they were consulted about decisions that impacted upon their lives. Outcomes for children were reported to be good, particularly in the stability of placements, education and aftercare. Because of this, many long term outcomes were also positive. Aftercare provided to some of the young people was cited as excellent.

The report also refers to reviews of most, but not all, foster carers being up-to-date and foster care assessments and approvals being processed in a timely way in line with Regulations. Foster carers were said to feel supported and accountable in their roles, but the supervision of carers and attendance of foster carers at ongoing training was found not to be at an optimum.

The Foster Care Committee (FCC) for each county was found to be generally well operated. However, notifications to the FCC were described as not adequate meaning they may not have full information to provide the required oversight.

Other areas requiring some improvement included: quality of some care plans and record keeping; children with no allocated social worker; lack of sufficient and suitable foster care

places; assessment of the health and safety of the external environment of foster carers' homes; and oversight and management of allegations and complaints. Management systems were being developed and implemented including risk management and quality assurance mechanisms.

The area had experienced deficits in staffing and this had impacted on the service to some children.

11.2.2 Children's Residential Centres

➤ Summary of Judgments

Table 44: Residential Centres, HIQA Inspections Summary Judgments

Residential Care Centre					
SI No. 259 /1995 – Child Care (Placement of Children in Residential Care) Regulations 1995 and the National Standards for Residential Care (2001).					
Centre Inspected	Summary of Judgments				
	No of Standards Assessed	Exceeds Standard	Meets Standard	Requires Improvement	Significant Risk Identified
ID 130	8 (unannounced / themed)	0	0	4	4
ID 220	7 (unannounced / themed)	0	3	4	0
ID 108	10 (unannounced / full)	0	4	6	0
ID 13	10 (unannounced / full)	0	3	7	0
ID 49	7 (unannounced / themed)	0	1	5	1

➤ Summary of Findings

ID 130 (Dublin North East): Inspection August 2015

This inspection focused solely on how the needs of children who display behaviours that challenge are met. This centre experienced a significant number of behaviours that challenged in the last year, some of which placed children at risk. This inspection found that the centre worked in partnership with the Child and Family Agency social work department and other professionals, but the systems to manage risks to the children were not effective in all cases. The staff were found to be positive in their approach and were aware of the children's needs, but children's rights were not sufficiently promoted.

Several other aspects of the service were identified as being inadequate and requiring improvement including: the approach to the management of behaviours that challenged; risk management systems to keep children safe; governance and managements systems; leadership and support provided to the staff team regarding the day-to-day care and management of behaviours that challenged; quality assurance systems to monitor the quality of responses to behaviour that challenged and collective reviewing of significant events (of which there were a high number); care plans and the quality of recording in

children's files; as well consultation with children in terms of care planning and management of behaviours.

The inspection also found that one child was admitted to the centre that was deemed as unsuitable and was at significant risk during his/her placement. On foot of this, the Authority requested written assurances from the centre that the risk management strategies and plan for the child were sufficiently robust to address the complex needs of the child.

ID 220 (Waterford / Wexford): Inspection June 2015

This inspection focused solely on how the needs of children who display behaviours that challenge are met. The inspection found a centre where young people received good quality care, where their rights were respected and where they received the information and support (including independent advocates) needed to make informed choices. Each young person had an allocated social worker who visited frequently. The young people were found to be generally happy and were facilitated to maintain good contact with family and friends and to engage in activities in the community.

Staff were trained in managing behaviour that challenges and they used a variety of approaches, including de-escalation techniques, life space interviews and discussion in key working sessions to manage this behaviour. There were no instances of the use of restraint or restrictive practices. The manager and staff had developed strong links with An Garda Síochána and staff from the social work department and there was evidence of a swift and coordinated response to serious incidents of behaviour that challenges.

There was a sufficient number of skilled staff to provide consistent care. The centre manager received good line management support and guidance and a monitoring officer visited the centre regularly.

Areas for improvement identified included: adherence to the statement of purpose and admissions policy (two emergency admissions had taken place during the previous 12 months, one of which had a destabilising effect on the group of young people); development of a live risk register; a system for a manager to be contacted outside of normal working hours; the quality and frequency of supervision and complaints management.

ID 108 (Dublin North East): Inspection July 2015

This inspection (full) found a well managed centre that provided safe and effective care to children. The centre responded comprehensively to children's presenting needs and complex behaviours. The rights of children were promoted by centre staff and the external professionals working with them. Children said they were involved in decisions about their care and their voice was reflected in centre records and reports.

The report refers to strong leadership in this centre and clear lines of accountability and authority. The staff team were found to demonstrate a good understanding of the children's needs and worked closely with other professionals to meet these. They made every effort to meet the changing and sometimes complex needs of the children and were flexible in their approach to delivering their care.

Risk was well managed but monitoring systems were found to require improvement to ensure practice was consistently safe, effective and of good quality. The recently revised statement of purpose and function for the centre also required review. It included the provision of a single occupancy placement, but this practice was not informed by any policy or guidance.

The report states that outcomes for many children had improved during their time in the centre including significantly improved school attendance.

ID 13 (Dublin North East): Inspection August 2015

This inspection found a centre that was well managed and where children presented happy and were well cared for by management and staff. There were effective systems in place to ensure children's rights were respected and promoted. Children had good relationships with staff and staff provided as good role models for children. Staff consulted with children in relation to the running of the centre.

Staff were trained in safeguarding practices and inspectors saw these practices being implemented to protect children. There were good levels of communication and follow up with relevant social work departments in relation to reported child protection concerns and individual children's progress.

There were some good monitoring systems in place. While management systems ensured that risks were well managed, internal quality assurance systems were found to require improvement. There was no staff training audit or training needs analysis to monitor training required received and requested.

There were effective behaviour management practices used in the centre. Staff demonstrated that they considered underlying causes of inappropriate behaviour and plans were in place to support children to manage their behaviour. Young people were aware of the behaviour expected of them and staff worked with children to identify and understand their behaviours.

The health and educational needs of children were appropriately assessed and met. There were some gaps in children's medical records and training and some care plans were not on file.

ID 49 (Dublin Mid Leinster): Inspection August 2015

This inspection focused solely on how the needs of children who display behaviours that challenge are met. The report refers to a centre that was adequately managed at an operational level, but with deficits in ensuring young people were safe and in ensuring the service met their needs. Not all placements were suitable or in line with the centre's statement of purpose and risks to the service were not adequately considered and acted upon.

Young people were aware of their rights and these were respected and promoted by staff. Consultation was in place in a range of aspects of young people's lives. However, consultation systems within the centre were found to be in need of improvement. There

were systems in place to manage complaints effectively and young people were aware of the process and their rights in this regard.

The inspection also found that some, but not all, of the young people's needs had been assessed and the staff team demonstrated a good understanding of these needs. However, other needs had not been comprehensively assessed and led to some of the young people displaying behaviours that challenged the team.

Improvements were found with the morale of the staff team and consistency with their care practices. The staff team received training and guidance in relation to the management of behaviour that challenged. However, the interventions used by staff did not always lead to the young people being safe.

11.2.3 Special Care Units

➤ Summary of Judgments

Table 45: Special Care Units, HIQA Inspections Summary Judgments

Residential Care Centre					
SI No. 259 /1995 – Child Care (Placement of Children in Residential Care) Regulations 1995 and the National Standards for Residential Care (2001).					
Centre Inspected	Summary of Judgments				
	No of Standards Assessed	Exceeds Standard	Meets Standard	Requires Improvement	Significant Risk Identified
Gleann Alainn	30 (Announced/Full)	0	13	15	2
Ballydowd	30 (Announced/Full)	0	13	17	0
Coovagh	30 (Announced/Full)	1	18	8	3

➤ Summary of Findings

Gleann Alainn (September 2015)

The report finds a centre that was well managed with an effective governance structure in place and defined lines of authority and accountability. It refers to rights and diversity of children being respected and promoted and children being facilitated to maintain attachments and links with their family. There was a good knowledge and understanding of children's needs. Children were safeguarded in the centre and child protection concerns were managed in accordance with Children First National Guidance for the Protection and Welfare of Children (2011). Children received the specialist support they required to manage their behaviour and staff were trained to provide care for children with challenging behaviour, although at times staff did not have the capacity to manage one child's behaviour. Use of restrictive practices was not high but the monitoring process required improvement. Complaints were taken seriously but the process in terms of unresolved complaints required improvement.

Overall, children's health care needs were said to be appropriately assessed and met in a timely manner. However, some medication administration practices were found to be unsafe and required improvement. The educational needs of children were also found to be appropriately assessed and met.

While there were a number of systems in place to ensure quality and safety, improvements were required to include means of assessing and improving the service in a systematic way in order to achieve better outcomes for children. Resources were managed to ensure the effective and safe delivery of the service. There was an appropriate skill mix to meet the assessed needs of children but insufficient staff to ensure safe delivery of services. There were some information governance systems in place but these required improvements.

Ballydowd (October 2015)

This report refers to a centre with a clear governance structure and improved management systems that increased accountability for day-to-day practice and decision making. Although some systems were found to be in place to promote the delivery of a safe and effective service improvements were required. Quality assurance mechanisms also required improvement.

The report refers to children's right to safety being actively promoted by the unit and being reflected in day-to-day safeguarding practices; child protection concerns being managed in accordance with Children First National Guidance on the Protection and Welfare of Children (2011); children being supported to participate in decisions about their lives and their views being respected and specialist supports in place to help children manage their behaviour.

Use of restrictive practices was found to be high and although there was a drive to reduce their current use, it was stated that the reduction strategy needed to be sustained. Definitions of restrictive practices required broadening.

Improvements were required in relation to maintaining a safe environment whilst promoting children's right to dignity and privacy.

The unit worked in partnership with parents and other professionals to deliver a level of care to each child that met their needs. However, some children had remained in the unit for long periods of time and long-term onward placements were difficult to source. The healthcare needs of children were assessed and met but policy and training on the safe administration of medication was needed. Children were actively encouraged to participate in education and all of the children living in the unit attended school. Their educational achievements were acknowledged and celebrated. Outcomes for children who had accessed the service in the year prior to inspection varied, but the number of re-admissions following discharge was low.

Coovagh (September 2015)

This report finds a centre with an effective governance structure in place with managers demonstrating leadership and accountability for the service delivered. Although a number of systems were found to be in place to ensure that the service provided was safe and appropriate to children's needs, improvements were required.

The report refers to safeguarding practices being actively promoted by the centre for children which protected them from self harm and abuse. A child-centred approach was taken in the promotion of children's rights and supporting children to participate in decision making processes. Operational practices were found to reflect the rights of children to privacy and dignity generally, however some improvements were required.

Children received the emotional and physical care they required on a day-to-day basis and were encouraged to engage with multidisciplinary therapeutic supports and to work on developing strategies to enhance their personal risk reduction and resilience. Staff facilitated the assessment and meeting of identified needs through the individual care approaches and key working sessions in consultation with clinicians from the Assessment Consultation Therapy Service (ACTS). Staff members were trained to provide care for children with complex needs and behaviour that challenged.

Of concern to inspectors was the monitoring, recording and reviewing of medication prescribed to one child to help with behaviours despite no psychiatric reason being present. Inspectors determined that the medication prescribed met the criteria under the Authority's definition of chemical restraint and required careful monitoring in line with best practice and the standards. Therefore the Authority requested written assurances from the centre manager prior to the inspection report being issued to outline what strategies were in place or have been taken to ensure that best practice in relation to the use of restrictive practices was implemented. An appropriate response was received.

12.0 HUMAN RESOURCES

KEY AREAS OF FOCUS

12.1 Workforce Position

12.2 Absence Rate

12.3 Workforce Learning and Development

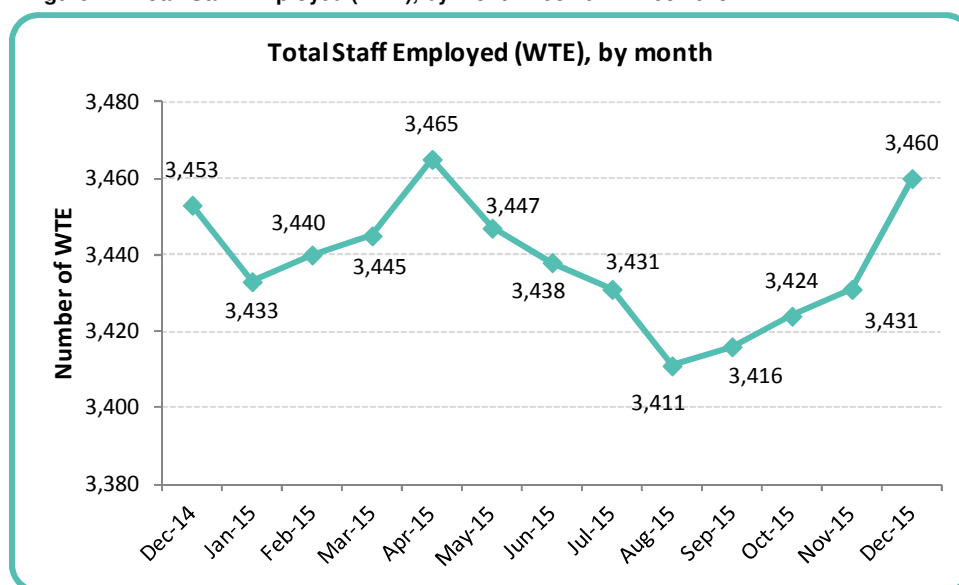
KEY FACTS

- 3,460 staff (WTE) employed by the Agency at the end of Q4 2015; up 44 on Q3 2015
- 148 staff on maternity leave at the end of Q4 2015; down 11 on Q3 2015
- 297 new staff on the Agency's payroll between January - December 2015
- 300 staff have left (including retirements) the Agency between January - December 2015
- 455 additional post in progress with the National Recruitment Service (NRS) at the end of Q4 2015
- Overall absence rate was 5.11% at the end of November 2015; up 0.26% from Q3 2015 (4.85%)
- 175 courses delivered by Workforce Learning and Development in Q4 2015 at which 3,223 persons attended.

12.1 Workforce Position

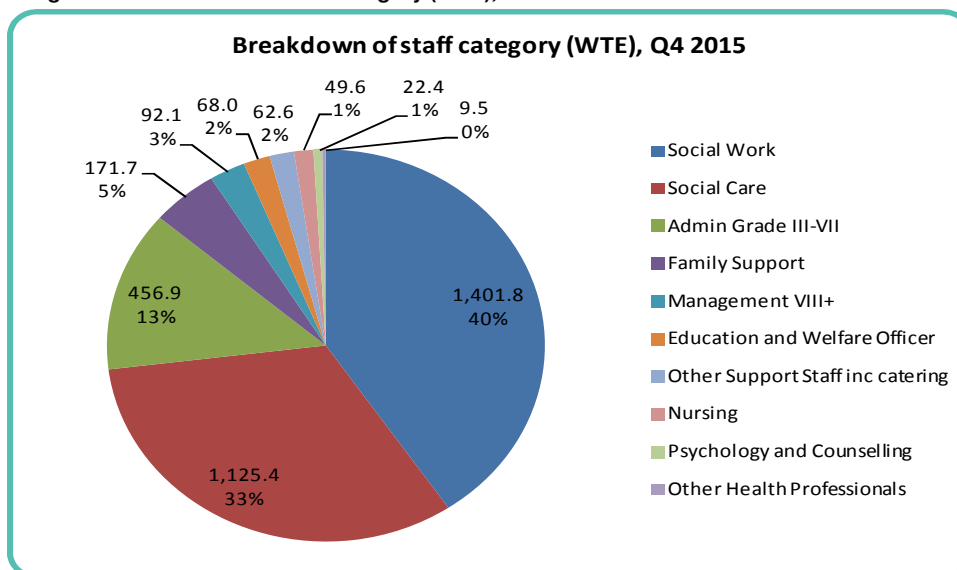
- At the end of Q4 2015, there were 3,460 whole time equivalent (WTE) staff (excluding agency staff) employed by Tusla; an increase of 44 on the number reported at the end of Q3 2015 (n=3,416) and seven on the number reported at the end of December 2014. The number of WTE staff has increased month on month for the last four months (August – December 2015) (Figure 41).

Figure 41: Total Staff Employed (WTE), by month Dec 2014– Dec 2015



- Social workers are the largest category of staff employed by the Agency accounting for 41% (n=1,401.8) of total staff (WTE) employed at the end of Q4 2015, followed by social care staff accounting for a further one-third (33%; n=1,125.4) of total staff. Management (i.e., grade VIII and above) accounts for 2.7% (n=92.08) of the workforce (Figure 42).

Figure 42: Breakdown of staff category (WTE), Q4 2015



- At the end of Q4 2015 there were 1,401.8 whole time equivalent (WTE) social work staff (all grades and excluding agency staff) employed by Tusla; an increase of 41.48 on the number reported at the end of Q3 2015 (n=1,360.32) and the highest number since April 2015 (Table 46).
- Other categories of staff experiencing an increase in WTEs between Q3 and Q4 2015 include Admin Grade III-VII (n=12); Management VIII+ (n=2.10); Education and Welfare Officers (n=3.39); and Psychology and Counselling (n = 1.06).
- Categories of staff experiencing a decrease in WTEs include Social Care (n=12.56), and to a lesser extent Nursing (n=1.83); Other Support Staff (n=0.73); Family Support (n=0.75) and Other Health Professionals (n=0.15) (Table 46).

Table 46: Breakdown of staff by category and month Q2 – Q4 2015

Staffing by Category	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Δ+/- Q4 vs Q3
Social Work	1,425.02	1,408.31	1,394.7	1,375.24	1,362.14	1,360.32	1,359.47	1,362.9	1,401.80	41.48
Social Care	1,148.92	1,143.97	1,148.07	1,154.26	1,142.74	1,137.96	1,137.09	1,137.05	1,125.40	-12.56
Psychology & Counselling	21.15	22.83	22.75	22.44	21.83	21.37	22.39	22.75	22.43	1.06
Other Support Staff	63.25	63.07	61.92	61.74	63.35	63.31	62.43	63.44	62.58	-0.73
Other Health Professionals	8.85	9.48	9.9	9.79	9.79	9.65	9.05	8.8	9.5	-0.15
Nursing	46.09	46.33	45.5	47.38	49.88	51.42	51.73	50.42	49.59	-1.83
Management VIII+	83.71	84.15	83.92	85.91	87.49	89.98	91.65	92.02	92.08	2.10
Family Support	175.03	173.74	174.41	174.45	172.55	172.45	171.65	172.72	171.7	-0.75
Education and Welfare Officer	61.66	61.6	60.23	60.03	59.08	64.62	66.39	67.02	68.01	3.39

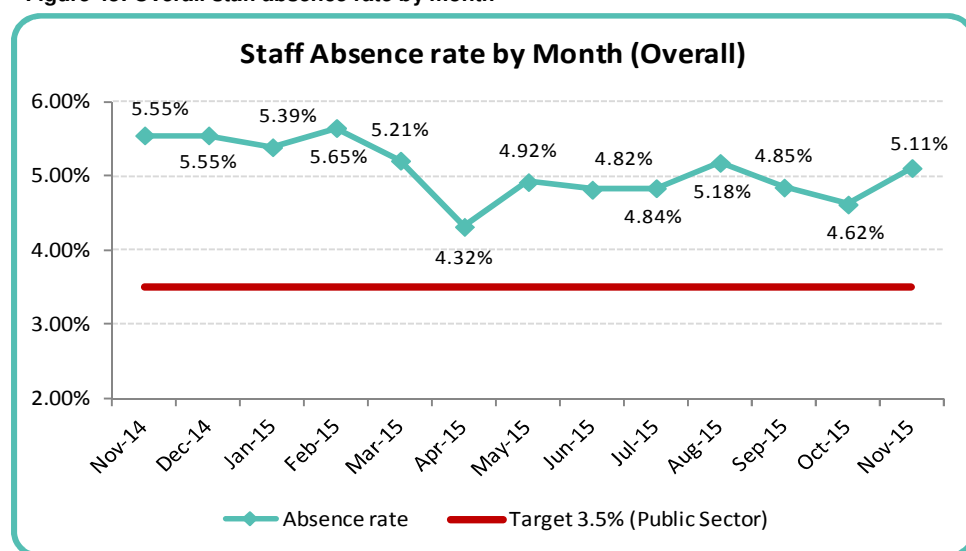
Admin Grade III-VII	461.64	433.07	436.5	439.74	441.95	444.87	451.91	453.59	456.87	12.00
Total Staffing	3,465	3,447	3,438	3,431	3,411	3,416	3,424	3,431	3,460	44

- At the end of Q4 2015 there were 148 staff on maternity leave; a decrease of 11 on the number reported for Q3 2015 (n=159). Fifty per cent (n=74) of staff on maternity leave at the end of Q4 2015 were social workers and 38% (n=56) were social care staff. Of the 148 staff on maternity leave at the end of Q4 2015, 105 were on paid maternity leave; the remaining 43 were on unpaid maternity leave.
- At the end of Q4 2015 there were 225 agency staff employed. This figure does not include those employed in Residential Services. Social workers accounted for 82% (n=185/225) of the agency staff employed. A process has been put in place to control, track and monitor these posts on a monthly basis.
- A total of 297 new staff joined Tusla (came onto Tusla's payroll) during 2015.
- A total of 208 staff left (i.e., resigned, career breaks) Tusla during 2015. The majority of staff who left were social workers (n=132/208; 63%). In addition to these staff, 92 staff retired during 2015. Of those who retired during 2015, 33 were social workers and 24 were social care workers.
- A total of 455 additional posts were in progress with the National Recruitment Service (NRS) at the end of Q4 2015, the majority (73%; n=330) of which were social work posts.

12.2 Absence Rate

- At the end of November 2015²⁰ the overall absence rate for the Agency was 5.11% against a target of 3.5% (target for public sector). This is 0.26% higher than the percentage reported for Q3 2015 (4.85%) but 0.44% lower than the same period last year (Nov 2014) (Figure 43).
- The HR system is currently being configured to report absence rates by staff grade groupings.

Figure 43: Overall staff absence rate by month



²⁰ Absence rates are reported quarterly in arrears

12.3 Workforce Learning and Development

- Workforce Learning and Development (WLD) ran a total of 175 courses during Q4 2015 at which a total of 3,223 persons attended. A breakdown of the courses run and attendees by type is presented in Table 47. Some planned courses as per the Tusla Business Plan 2015 have been excluded from the table as data for training delivered to some service areas, and some courses that are being provided by external providers, will not be available until later in 2016.
- During Q4 2015 the most frequently run course was Children First- Basic Training with 41 courses run. This was followed by Partnership, Prevention and Family Support training (e.g. Meitheal Standardised Training and Meitheal Train the Trainer courses) with 26 courses.
- A total of 1,515 Tusla staff attended training during Q4 2015 and of these sixty one percent (61%: n=927/1,515) were social workers.
- Twenty six percent (26%: n=834/3,223) of all those who attended training during Q4 2015 attended Children First training and of these the majority, seventy four percent (74%: n=618/834) were HSE staff.
- A total of 879 external staff attended training in Q4 2015; the highest number (n=313; 36%) of whom received Partnership, Prevention and Family Support training (e.g. Meitheal Standardised Training and Meitheal Train the Trainer courses).
- There were 43 courses that were categorised as 'Other' courses. These courses which constitute 25% of all the courses, refer to a range of locally delivered courses that are developed in response to particular needs and requests in areas such as Neglect, Child Development; addressing HIQA Recommendations etc.

Table 47: Breakdown of courses run by Workforce Learning and Development and attendees by type, Q4, 2015

National Training Activity Oct-Dec 2015	No. COURSES RUN	NO. TUSLA SOCIAL WORKERS	NO.TUSLA OTHER STAFF	NO.HSE STAFF	NO.OTHER EXT STAFF	TOTAL NO. ATTENDEES
Children First - Basic Training	41	77	84	618	55	834
Children First - for Foster Carers	1	0	0	0	22	22
Core Court Room Skills	1	0	0	0	4	4
DSGBV - Awareness & Response	8	15	26	14	77	132
Leadership Development Programme	3	31	40	0	0	71
First Time Managers Course	3	24	19	3	1	47
PPFS (Meitheal & Other Related to PPFS)	26	81	78	14	313	486
Suicide Prevention - SafeTALK	4	43	21	3	12	79
Suicide Prevention - ASIST	2	2	2	0	0	4
SV - Making the Most of SV for Supervisees	4	18	27	1	7	53
SV - Staff SV Skills for Supervisors	2	2	2	1	23	28
TCI - Core	3	27	19	0	9	55
TCI - Refresher	14	14	54	58	97	223
Evidence Informed Practitioner Programme	4	67	0	0	0	67

Crisis Intervention Stress Mgt Training	1	14	0	0	0	14
Specialist Interviewer Training	1	4	0	0	0	4
Caseload Management	1	1	0	0	0	1
Attachment Theory and Practice	1	17	0	0	0	17
Direct Work with Children	2	13	33	0	0	46
Marte Meo	7	23	39	22	46	130
TCI - Foster Carers	3	0	0	0	6	6
Other	43	454	144	95	207	900
TOTAL	175	927	588	829	879	3,223

Other Developments in Q4 2015:

- Four Leadership Development Programmes were commenced in Quarter 4. The target group was Tusla multi-disciplinary managers.
- WLD commenced the development of a Learning and Organisational Development Strategy and commissioned an external facilitator to support this process for the WLD service.
- The Tusla Strategy for Continuing Professional Development Strategy was finalised with publication planned for 2016.
- A Training Needs Analysis Report was completed by each Regional Manager for WLD and the priority needs have been analysed and included in the 2016 Work Plan.
- The WLD Work Plan 2016 was agreed by the National Steering Group for WLD.
- A consultation workshop was run in Q4 2015 at which Domestic Violence service providers and Tusla WLD staff explored opportunities for improved collaboration on training and other learning and development interventions for Tusla and Tusla Funded agencies. The Learning and Development Plan for Domestic, Sexual and Gender Based Violence was completed in consultation with the National Manager for this service. The plan will be implemented in 2016.
- The QQ1 Level 6 Programme in Training and Development was commenced for WLD staff. The programme will ensure that all staff members that participate have a minimum baseline qualification in Training and Development and can attain professional membership with the Irish Institute of Training and Development.
- The WLD Monitoring & Evaluation Framework was finalised in Quarter 4 2015 and agreed for implementation in 2016.
- The Tusla Review of the Trinity College, Dublin, Post Graduate Diploma in Child Protection and Welfare course was completed and presented to the National Steering Group for WLD. The recommendations will be implemented in 2016.
- The Project Group for a Learning Management System (LMS) was established to work with Aurion Consultants.
- A Communications Protocol for WLD staff was agreed for implementation.

Progress on New Standardised Courses in Quarter 4 2015:

- Direct Work with Children: Course content completed and initial pilot run.

- Applying Attachment Theory in Practice: Course completed. Training for Trainers delivered and course available from end Q4 2015.
- Report Writing and Record Keeping: Course completed. Course available in 2016.
- Child Protection Conference Training for Chairpersons: Training Needs Analysis carried out of Chairpersons.

Progress on New Standardised Partnership, Prevention and Family Support Courses:

Meitheal standardised Train the Trainer course (12 hours)

Meitheal standardised course (12 hours)

Meitheal standardised refresher course (3 hours)

Meitheal briefing (1.5 hours)

Meitheal Facilitators Chairs Meeting (6 hours)

Participation of Child/ Young People Train the Trainer course (18 hours)

Participation Child/Young Person course (12 hours)

Participation Briefings (1.5 hours)

Parenting Briefings (1.5 hours)

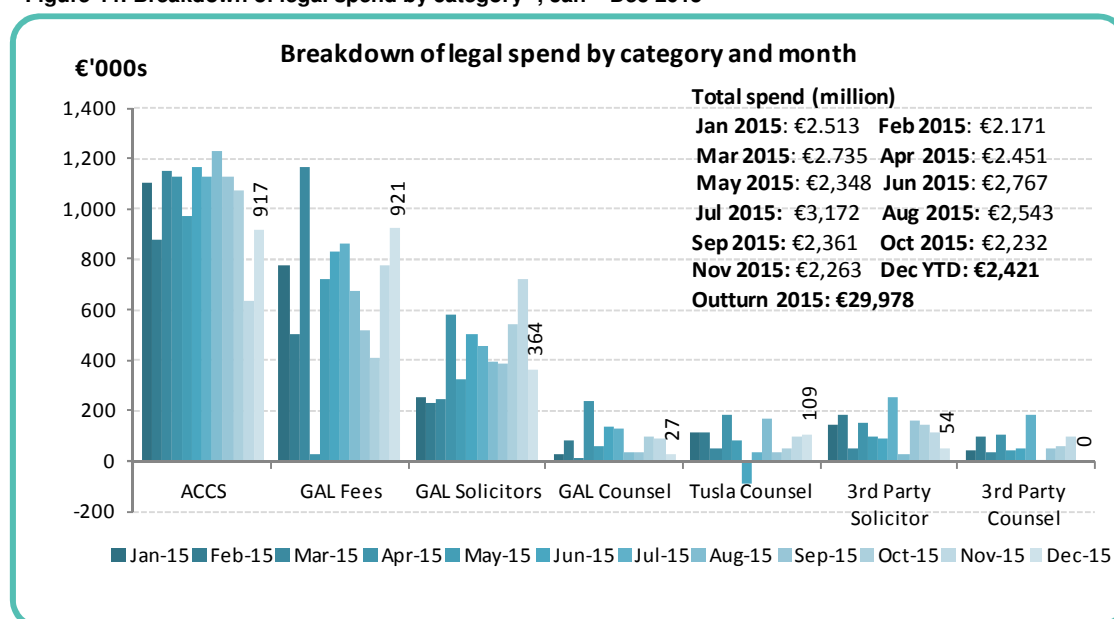
13.0 LEGAL SERVICES

KEY FACTS

- The year to date (December 2015) financial position for legal services, shows a total spend of €29.978 million against a budget of €29.270 million (i.e., over-spend of €0.708 million)
- 47% (€14.148 million) of total spend YTD on GALs (including solicitors and counsel)
- 42% (€12.518 million) of total spend YTD on contracted legal services (Arthur Cox Consultancy Services i.e., fees paid to Member Firms)

- Legal costs incurred by the Agency account for a significant portion of the overall budget of the Agency. The financial position at the end of December 2015, shows a year to date (YTD) spend of €29.978 million against a budget of €29.270 million (i.e., over-spend of €0.708 million) (Figure 44).
- Legal spend (overall) for Q4 2015 (€6.916 million) was down 14% (€1.160 million) on Q3 2015 (€8.076 million).
- 47% (€14.148 million) of the legal spend YTD has been on Guardian ad Litems (GALs) including GALs' solicitors and counsel; accounting for the highest spend of all categories of spend.
- Contracted legal services (Arthur Cox Consultancy Services i.e., fees paid to member Firms) have accounted for 42% (€12.518 million) of the total spend YTD.
- In terms of forecasting these data should be interpreted with caution as they are based on the individual billing pattern of persons concerned.

Figure 44: Breakdown of legal spend by category²¹, Jan – Dec 2015



²¹ Arthur Cox Consultancy Services (ACCS) i.e. fees paid to Member Firms by ACCS; Guardian ad Litems' own fees and expenses; Guardian ad Litems' solicitors fees; Guardian ad Litems' counsel fees; Tusla's own counsel fees; 3rd party counsel fees; 3rd party solicitors fees (3rd refers to parents or child's legal costs)

- In terms of reducing legal costs, controls are continually being enhanced around legal spend. Work is continuing with legal providers to ensure that billing is completed on a timely basis. Controls over expenditure at Area level are also in place and continue to be reviewed.

14.0 FINANCE

KEY AREAS OF FOCUS

14.1 Financial position

14.2 Financial risks facing the Agency

KEY FACTS

- The outturn for the year to date (December 2015) is an over-spend of €16.400 million.
- The key areas of over-spend are private residential and foster care at €10.950 million over-spend YTD, non pay at €22.093 million overspend YTD; agency pay at €2.80 million over-spend YTD; staff travel at €1.405 million over-spend YTD and legal services at €0.708 million over-spend YTD.
- The key areas of under-spend are basic and pension pay at €2.719 million under-spend YTD and foster care and other allowances at €0.334 million under-spend YTD.

14.1 Financial Performance

- The outturn at the end of December 2015 year to date (YTD) is an over-spend of €16.4 million (Table 48). This outturn takes account of the annual cost of €7.0 million relating to psychology services.
- The net expenditure for the period YTD is €625.915 million against an original budget allocation of €609.514 million.

Table 48: Income and Expenditure

Child and Family Agency	Approved Allocation 2015	December 2015 Year To date			% Variance Act vs Budget
		Actual	Budget	Variance	
	€'000	€'000	€'000	€'000	€'000
Net expenditure	609,514	625,915	609,514	16,400	3%

- The key areas of over-spend are private residential and foster care at €10.950 million over-spend YTD, non pay at €22.093 million overspend YTD; agency pay at €2.80 million over-spend YTD, staff travel at €1.405 million over-spend YTD and legal services at €0.708 million over-spend YTD.
- The key areas of under-spend are basic and pension pay at €2.719 million under-spend YTD and foster care and other allowances at €0.334 million under-spend YTD.

13.1.1 Financial Performance (Basic and Pension Pay)

- Pay is under-spent against budget by €2.719 million for the YTD (Table 49). The saving is mainly down to time related savings and vacancies which have been slower to fill than planned. HR has indicated that a significant number of new contracts have been issued and this is expected to result in additional staff costs.

Table 49: Pay Costs

Child and Family Agency	December 2015 Year To date			% Variance Act vs Budget
	Actual	Budget	Variance	
	€'000	€'000	€'000	€'000
Pay	233,946	236,665	(2,719)	(1%)

- Due to service pressures and the level of maternity/absences in the year to date, the level of expenditure on agency staff continues to exceed the budget target (Table 50). Management has enhanced control of cost in this area through revised authorisation processes and weekly reporting of usage.

Table 50: Agency Costs

Child and Family Agency	December 2015 Year To date			% Variance Act vs Budget
	Actual	Budget	Variance	
	€'000	€'000	€'000	€'000
Agency Pay	16,314	13,512	2,802	21%

13.1.2 Financial Performance (Private Residential and Foster Care Placement Costs)

- Costs for private residential and foster care services are showing an over-spend of €10.950 million YTD (Table 51). This over-spend is due to an increased number of children in private placements in recent months. Placement of children in private residential and foster care services is strictly controlled through a national placement process.

Table 51: Private Residential and Foster Care Placement Costs

Child and Family Agency	December 2015 Year To date			% Variance Act vs Budget
	Actual	Budget	Variance	
	€'000	€'000	€'000	€'000
Private Residential & Foster Care	89,040	78,090	10,950	14%

- Significant work was undertaken in late 2014 and in 2015 to establish a single process nationally for the recording and processing of residential costs.

14.2 Financial Risks Facing the Agency in 2015

- The main financial risks facing the Agency in 2015 are:
 - Increase in the number of children in care requiring specialist residential and foster care services.
 - Legal costs driven by Guardian ad Litem costs and third party legal costs which are paid through the Agency.
 - Significant legal costs relating to previous years may be billed in 2015, as occurred in 2014 and previous.

- Pension costs may be driven by higher numbers of staff retirements than are budgeted for in 2015.
- There is no budget in place for any charges that are levied by the State Claims Agency in 2015.

APPENDIX A

Table 1: Number and percentage of preliminary enquiries that were completed within 24 hours of receipt of the referral, by area Q1 2015 – Q3 2015

Area	Number of PEs completed within 24 hrs Q1 2015	% of PEs completed within 24 hrs Q1 2015	Number of PEs completed within 24 hrs Q2 2015	% of PEs completed within 24 hrs Q2 2015	Number of PEs completed within 24 hrs Q3 2015	% of PEs completed within 24 hrs Q3 2015	(+/-) % Q3 vs Q2
DSC	147	35.8%	45	13%	201	40%	+27%
DSE/WW	301	61.2%	229	43%	295	50%	+7%
DSW/K/WW	394	52.2%	401	50%	370	48%	-2%
Midlands	696	67.6%	886	80%	997	87%	+7%
DNC	432	78.4%	443	78%	502	75%	-3%
Dublin North	700	70.4%	894	88%	657	79%	-9%
LH/MH	631	100.0%	608	100%	564	100%	0%
CN/MN	127	100.0%	158	100%	123	52%	-48%
Cork	393	29.4%	481	37%	448	37%	+1%
Kerry	129	52.0%	142	48%	148	66%	+18%
CW/KK/ST	158	27.9%	144	24%	167	28%	+4%
WD/WX	359	45.8%	307	39%	278	36%	-3%
Mid West	1,097	96.7%	1018	98%	978	99%	+1%
GY/RN	836	100.0%	834	100%	738	100%	0%
Mayo	210	100.0%	231	100%	238	100%	0%
Donegal	65	25.6%	59	27%	28	13%	-14%
SO/LM/WC	77	23.1%	72	33%	108	45%	+11%
National	6,752	63.1%	6,952	65%	6,840	65%	0%

Table 2: Number and percentage of referrals that required an initial assessment following a preliminary enquiry, by area Q1 2015 – Q3 2015

Area	No that required an IA Q1 2015	% that required an IA Q1 2015	No that required an IA Q2 2015	% that required an IA Q2 2015	No that required an IA Q3 2015	% that required an IA Q3 2015	(+/-) % Q3 vs Q2
DSC	214	52.1%	200	60%	367	74%	+14%
DSE/WW	225	45.7%	178	34%	229	39%	+5%
DSW/K/WW	445	58.9%	482	60%	493	63%	+3%
Midlands	755	73.3%	575	52%	613	54%	+2%
DNC	356	64.6%	385	68%	450	67%	-1%
Dublin North	657	66.1%	636	63%	545	66%	+3%
LH/MH	142	22.5%	207	34%	140	25%	-9%
CN/MN	55	43.3%	71	45%	63	27%	-18%
Cork	608	45.5%	530	40%	494	41%	+1%
Kerry	109	44.0%	101	34%	92	41%	+7%
CW/KK/ST	303	53.4%	241	40%	194	32%	-7%
WD/WX	320	40.9%	336	43%	341	44%	+1%
Mid West	519	45.7%	438	42%	448	45%	+3%
GY/RN	292	34.9%	248	30%	247	33%	+4%
Mayo	109	51.9%	131	57%	163	68%	+12%
Donegal	94	37.0%	75	34%	62	28%	-6%
SO/LM/WC	53	15.9%	87	40%	54	22%	-18%
National	5,256	49.1%	4921	46%	4,995	47%	1%

Table 3: Number and percentage of initial assessments that were completed within 21 days, by area Q1 2015 – Q3 2015

Area	No of IA completed within 21 days Q1 2015	% of IA completed within 21 days Q1 2015	No of IA completed within 21 days Q2 2015	% of IA completed within 21 days Q2 2015	No of IA completed within 21 days Q3 2015	% of IA completed within 21 days Q3 2015	(+/-) % Q3 vs Q2
DSC	89	41.6%	20	10%	86	23%	+13%
DSE/WW	72	32.0%	23	13%	37	16%	+3%
DSW/K/WW	18	4.0%	42	9%	39	8%	-1%
Midlands	213	28.2%	192	33%	47	8%	-26%
DNC	11	3.1%	5	1%	5	1%	0%
Dublin North	8	1.2%	6	1%	6	1%	0%
LH/MH	31	21.8%	85	41%	104	74%	+33%
CN/MN	4	7.3%	9	13%	5	8%	-5%
Cork	47	7.7%	50	9%	47	10%	0%
Kerry	12	11.0%	13	13%	22	24%	+11%
CW/KK/ST	45	14.9%	31	13%	42	22%	+9%
WD/WX	22	6.9%	30	9%	26	8%	-1%
Mid West	208	40.1%	188	43%	174	39%	-4%
GY/RN	56	19.2%	32	13%	12	5%	-8%
Mayo	65	59.6%	86	66%	80	49%	-17%
Donegal	10	10.6%	16	21%	11	18%	-4%
SO/LM/WC	5	9.4%	8	9%	17	31%	+22%
National	916	17.4%	836	17%	760	15%	-2%

Table 4: Number of children in care (CIC) by care type and area, December 2015

Area / CIC Jun15	Residential Care General	Residential Care Special	Residential Care Secure Out of State	Foster Care General	Foster Care Relative	Other Care	Total
DSC	44	1	1	240	104	3	393
DSE/WW	22	1	0	189	88	6	306
DSW/K/WW	38	1	0	272	142	8	461
Midlands	16	0	0	238	117	0	371
DNC	47	2	1	339	228	8	625
Dublin North	24	5	0	170	129	3	331
LH/MH	17	0	0	268	88	17	390
CN/MN	4	0	0	137	27	2	170
Cork	40	1	2	544	282	30	899
Kerry	5	0	0	80	59	1	145
CW/KK/ST	13	1	0	242	122	4	382
WD/WX	29	0	0	318	97	3	447
Mid West	13	3	0	412	163	14	605
GY/RN	2	1	0	309	91	4	407
Mayo	2	0	0	99	35	0	136
Donegal	5	0	0	159	41	5	210
SO/LM/WC	6	0	0	84	19	1	110
Total	327	16	4	4,100	1,832	109	6,388